RESEARCH REPORT

SURVEY & ANALYSIS OF SALARY TRENDS 1987

PRODUCED BY
THE RESEARCH DEPARTMENT OF
THE AMERICAN FEDERATION OF TEACHERS

RESEARCH REPORT

SURVEY & ANALYSIS OF SALARY TRENDS 1987

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Survey and Analysis of Salary Trends, 1987

Foreword

This reference document supports locals and state federations in developing salary comparisons and formulating policy. While serving as the primary vehicle for reporting the results of the American Federation of Teachers annual survey of state departments of education, several other data sources are utilized, as noted in Appendix B. Data from the AFT's annual survey of local unions will be available at a later date.

Data include national average salaries or earnings for teachers, other school employees, government workers and professional employees over the past 25 years. In many instances, these data are reported by state, especially for recent years. Beginning salaries for teachers and other college graduates over the past 15 years are reported. The AFT's survey of state departments of education asked states to provide information on minimum salaries and teachers reentering the classroom. For the first time, the survey solicited information on teacher retirement. For the most part, data from the survey of state departments of education are reported as received from the states. In some instances, data were confirmed by telephone. Qualifications to the data, if any, are noted in Appendix A and in some tables. Many states are still refining data, and any changes reported to the AFT Research Department will be incorporated into next year's report.

Comparisons with the various tables can be developed to suit the purposes of a particular local or state federation, whether it is to consider trends, establish the position of members relative to similar professionals, or make meaningful and valid comparisons among states. The first section of this report focuses on state comparisons. The second section highlights trends over time. The third section focuses on beginning teachers, with supplemental information on experienced teachers reentering the profession and teacher retirement.

The Department of Research staff is grateful to the various locals, state agencies and state agency employees that provided the information and suggestions for this report. Julia Silverwood of the Research Department staff collected, organized and entered data, prepared the manuscript and assisted in other aspects of this report. Helen Nemorin helped to collect data and to edit the report. Laura Lawson helped enter data.

Data used in this report and copies of the tables are available on microcomputer diskette and can be obtained by writing to the AFT Department of Research.

Highlights

State Comparisons

o The average teacher salary for 1986-87 of approximately $26,698 represents a 5.7 percent increase over the previous year's average salary of $25,260.

o Alaska had the highest average salary at $42,063 (estimated), or 158 percent of the national average. South Dakota had the lowest average salary at $18,781, or just 70 percent of the national average.

o Delaware reported the highest salary increase--11.5 percent for 1986-87. Connecticut and Vermont posted 11 percent gains. Louisiana reported a 1.2 percent average salary decline. Delaware, Mississippi, Vermont and Connecticut all reported increases of between 20.3 and 23.2 percent over the past two years.

o An adjustment for the interstate differences in the cost of living shows that the District of Columbia, Michigan, Rhode Island and Wyoming pay teachers the most. A similar adjustment places New Hampshire, South Dakota and Vermont on the bottom.

o Expenditures per pupil (from current funds) averaged $3,689 per pupil in 1985-86, ranging from a low of $2,129 in Arkansas to $6,800 (estimated) in Alaska, with New York and New Jersey also spending more than $5,500 per pupil.

o The state ranked highest by the Grant Thornton business climate index, South Dakota, also had the lowest-paid teachers in the nation and, almost without exception, a high mark on the business climate index predicted low teacher salaries.

Trends Compared to Other Workers and Professions

o The 1986-87 average teacher salary of $26,698 is the highest-ever average salary, exceeding the previous high of $26,296 (in 1987 dollars) recorded in 1972.

o The average teacher in 1986-87 has an estimated 17 years of teaching experience, compared to only 10 years in 1976. A large portion of the recent gain in average teacher salaries is attributable to layoffs of young, low-paid teachers in the late 1970s and minimal hiring of beginning teachers over the past decade. While the average teacher salary rose approximately $3,900 (in 1987 dollars) between 1975-76 and 1986-87, the pay level for a teacher with a BA and 11 years of experience declined by $2,600 over the same period.

o In 1956, teacher salaries matched the mean annual earnings of the full-time worker in the U.S. economy, but teachers gained a 16 percent advantage by 1986--slightly above the 14 percent advantage they obtained in 1971.

o Teachers earned 8 percent more than the average government worker in 1986, still below the 11 percent advantage they enjoyed in 1968 and 1969.

o The full-time, year-round male worker earned 18 percent more than the average teacher in 1986, a relationship comparable to the 1960s.

o Female full-time, year-round workers experienced increased earnings compared to teachers every year over the 1970s, but working women have gained less than teachers during the recent period of rapidly rising teacher salaries. The average earnings figure of women still falls short of the average teacher salary by 25 percent.

o While salaries in other white-collar occupations remain high compared to teachers (ranging from 99 percent more for attorneys to 23 percent more for accountants), the earnings advantage of these white-collar occupations is at the lowest level since the early 1980s and is lower than in 1962.

o Teacher salaries rose more slowly than administrator salaries during the 1986-87 school year, but faster than the rate of increase for clerical and hourly workers.

Beginning Teachers

o The average beginning teacher salary of $17,800 in 1985-86 rose 7.1 percent from the previous year.

o Alaska, California, Connecticut, New York, New Jersey and Texas have starting salaries in excess of $19,000, while only Nebraska, Vermont, South Dakota, Idaho, Iowa, Maine and Mississippi report average starting salaries below $15,000.

o While beginning offers in business for new college graduates remain high compared to beginning teachers (ranging from 61 percent more for engineers to 19 percent more for liberal arts graduates), the earnings advantage of these white-collar occupations is at the lowest level since about 1980.

o Beginning teachers comprised approximately 4.0 percent of the classroom teacher work force in 1985-86 (38 states reporting data), and as much as 3.4 percent in 1986-87 (30 states reporting data).

- Based on data from 26 states, the number of experienced teachers reentering the classroom exceeded the number of beginning teachers in both 1985-86 and 1986-87.

- The retirement rate (which may include non-teaching professional personnel in some states), ranging from a high of 5.2 percent of classroom teachers in West Virginia to a low of .9 percent in Mississippi, averaged 2.4 percent for 29 states reporting data.

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I. STATE COMPARISONS

Developments in Teacher Salaries, 1986-87. In 1986-87, the average public elementary and secondary school teacher in the United States earned a salary of approximately $26,698, an increase of 5.7 percent over the previous year. Not unexpectedly, Alaska had the highest average salary at $42,063 (estimated), followed by the District of Columbia with $33,801. As shown in Table I-1, New York, Rhode Island, Michigan and California all had average salaries between $31,000 and $32,000 --about 15 to 20 percent above the national average. South Dakota ranked last with an average salary of $18,781. Mississippi, Maine and Arkansas also had average salaries below $21,000, which is less than the average beginning salary in California.

Delaware reported the highest salary increase--11.5 percent for 1985-86 (see Table I-2). The increase raised Delaware from average to the 15th highest-paying state. Connecticut and Vermont posted 11 percent gains. Oklahoma reported only a 0.4 percent increase, and the average declined by 1.2 percent in Louisiana. Over the past two years, Delaware, Mississippi, Vermont and Connecticut reported the greatest gains, ranging from 20.3 percent to 22.1 percent. Hawaii had the lowest two-year increase, at just 1.0 percent.

Gains During the 1980s. Six-year trends appear in Table I-3. The average salary grew by more than 70 percent in Vermont, Virginia and Connecticut. Average salaries improved less than 40 percent over the six-year span in Hawaii (24 percent), Washington (32 percent), Louisiana (35 percent), South Dakota (38 percent) and Wyoming (38 percent).

Teacher Salaries Compared to the Average Annual Earnings of All Workers. States vary considerably among each other according to their economic condition and the cost of living. Table I-4 compares the average teacher salary to the average annual earnings of all workers, including part-time workers, in the private sector. This comparison serves only as an index to adjust for unique conditions within each state and to facilitate interstate comparisons. It is not presented as a standard by which to judge how much teachers should get paid relative to the average worker.

As measured by the ratio of the average teacher salary to the average annual earnings in the private sector, Rhode Island ranks first, with a ratio of 1.71 compared to the national average of 1.33. Several high-paying states, including New York, New Jersey, Michigan and the District of Columbia, fall to the middle. Thirty-two states have a ratio of between 1.25 and 1.40. While some states argue that they cannot pay teachers well because the taxpayers in the state do not get paid well,

states with the lowest average teacher salaries tend to rank lowest when teacher salaries are compared to the average worker. However, the state paying teachers the least, South Dakota, ranks 27th according to the ratio.

The ranking according to the ratio of the average teacher salary to private sector employee earnings for 1981 is the last column in Table I-4. The rankings of several states changed dramatically. Massachusetts and Illinois fell 20 positions. Alaska and Virginia gained the most in the rankings.

Teacher Salaries Compared to Per Capita Personal Income. Table I-5 is constructed similarly to Table I-4, except that teacher salaries are compared to per capita personal income in the state. Personal income is a combination of earnings in the workplace, minus contributions for social insurance, plus dividends, interest, rent and transfer payments. Per capita income varies among states because of cost-of-living differences, differing concentrations of poor people and demographic factors (e.g., families are large in Utah, thus driving down per capita income). Again, the comparison to personal income is only an index designated to enhance interstate comparison, not a standard by which to judge how much teachers should be paid. Because 1986-87 average teacher salaries are compared to 1986 per capita personal income, the ratio of the two measures slightly overstates how much teachers earn relative to the per capita income.

The national average of the teacher salary to the per capita personal income ratio is 1.85. A total of 27 states had a ratio of between 1.70 and 2.00. Alaska and Michigan have the highest ratios, but 6 states paying teachers less than the national average--New Mexico, Utah, Alabama, South Carolina, West Virginia and Mississippi--rank in the top 10. Several high paying states--Connecticut, New Jersey, Massachusetts and Virginia--rank in the bottom 10.

Teacher Salaries Adjusted for Cost of Living. Cost-of-living variations among states are adjusted for in Table I-6. While the greatest variation in cost-of-living occurs within a state between rural and urban locations, a cost of living adjustment among states makes sense when states serve as the basis of comparing earnings. Alaska, the District of Columbia, Michigan, Rhode Island and Texas rank as the highest-paying states after adjusting for the cost of living. New York, Pennsylvania and California, despite high indexes, still list in the top 10. High-paying Maryland, Massachusetts and New Jersey drop substantially in the rankings. New Hampshire, South Dakota and Vermont remain at the bottom. The rankings of most southern states improve when the cost-of-living variation is accounted for.

Expenditures per Pupil in 1985-86. During 1986-87, approximately $3,689 in current funds (a figure excluding debt service and bond and construction expenses) were spent on each pupil (measured by Average Daily Attendance in most cases) in the typical state. As shown in Table I-7, Alaska spent an estimated 84 percent more than the national average, followed by New York, New Jersey and Wyoming, each spending at least 50 percent more than the national average. Utah and Arkansas spent under $2,400 per pupil. State rankings for per pupil expenditures and average teacher salary did not always match closely. Kansas, for example, ranked 34th on average teacher salary but 6th on expenditures per pupil. California ranked 22nd on expenditures per pupil, but the state has the 5th highest average teacher salary.

Regional Rankings. Perhaps the most common way to improve interstate comparisons is to make comparisons within the same region, as in Table I-8. Figured this way, Rhode Island paid the most in New England; Washington DC topped the Mideast; Michigan paid the most in the Great Lakes area; Minnesota ranked first among Plains states (and would rank second if put in the Great Lakes region); Virginia topped the Southeast; Texas ranked highest in the Southwest; Wyoming outpaced Colorado in the Rocky Mountain region; and, excluding Alaska, California easily ranked highest in the Far West.

Teacher Salaries Compared to Business Climate Indexes. In many states, an important impetus for improving teacher salaries and promoting educational reform has been to improve the attractiveness of the state for business location. Yet, as shown in Table I-9, the most widely publicized and controversial business climate index--the Grant Thornton Business Climate Index--shows an almost perfect negative correlation with average teacher salaries. The state with the lowest average teacher salary, South Dakota, ranks the highest on the Grant Thornton Index. Of the top 10 states in the Grant Thornton Index, all pay below average teacher salaries and 4 rank in the bottom 10.

Four indexes developed by the Corporation for Enterprise Development are also displayed in Table I-9. Such high-paying states as New Jersey, California, Connecticut, Massachusetts and New York do well on these indexes, while Maryland, Rhode Island and Michigan rank about average.

TABLE I-1
American Federation of Teachers Salary Report
1986-87 AVERAGE TEACHER SALARY RANKED BY STATE

Rank	State	Average Salary	Percent of U.S. Average
1	Alaska	$42,063 b	157.6%
2	D.C.	33,801	126.2%
3	New York	32,000 c	119.4%
4	Michigan	31,592 b	117.9%
5	California	31,269	116.7%
6	Rhode Island	31,079 a	116.0%
7	Connecticut	29,860	111.5%
8	Maryland	28,893	107.8%
9	New Jersey	28,718	107.2%
10	Massachusetts	28,615	106.8%
11	Minnesota	28,340	105.8%
12	Illinois	28,287 a	105.6%
13	Wyoming	28,230	105.4%
14	Wisconsin	28,206	105.3%
15	Delaware	27,467	102.5%
16	Pennsylvania	27,429	102.4%
17	Colorado	27,387	102.2%
18	Washington	27,238	101.7%
19	Nevada	26,962	100.6%
20	Ohio	26,762	99.9%
21	Oregon	26,691	99.6%
22	Texas	26,094	97.4%
23	Hawaii	26,093	97.4%
24	Arizona	25,972	96.9%
25	Virginia	25,473	95.1%
26	Indiana	25,191 b	94.0%
27	Georgia	24,632	91.9%
28	Montana	24,198	90.3%
29	New Mexico	23,976	89.5%
30	Florida	23,833	89.0%
31	North Carolina	23,775 a	88.7%
32	Alabama	23,500	87.7%
33	Missouri	23,468	87.6%
34	Kansas	23,427	87.4%
35	Vermont	23,085 a	86.2%
36	South Carolina	23,039 a	86.0%
37	Utah	23,035	86.0%
38	Tennessee	22,612	84.4%
39	Iowa	22,603	84.4%
40	Oklahoma	22,540 a	84.1%
41	Kentucky	22,467	83.9%
42	New Hampshire	21,869 a	81.6%
43	Nebraska	21,797	81.4%
44	Idaho	21,476	80.2%
45	West Virginia	21,446	80.1%
46	North Dakota	21,284	79.4%
47	Maine	21,257	79.3%
48	Arkansas	20,386	76.1%
49	Louisiana	20,054 a	74.9%
50	Mississippi	19,448 a	72.6%
51	South Dakota	18,781	70.1%
	U.S. Average	$26,698	100.0%

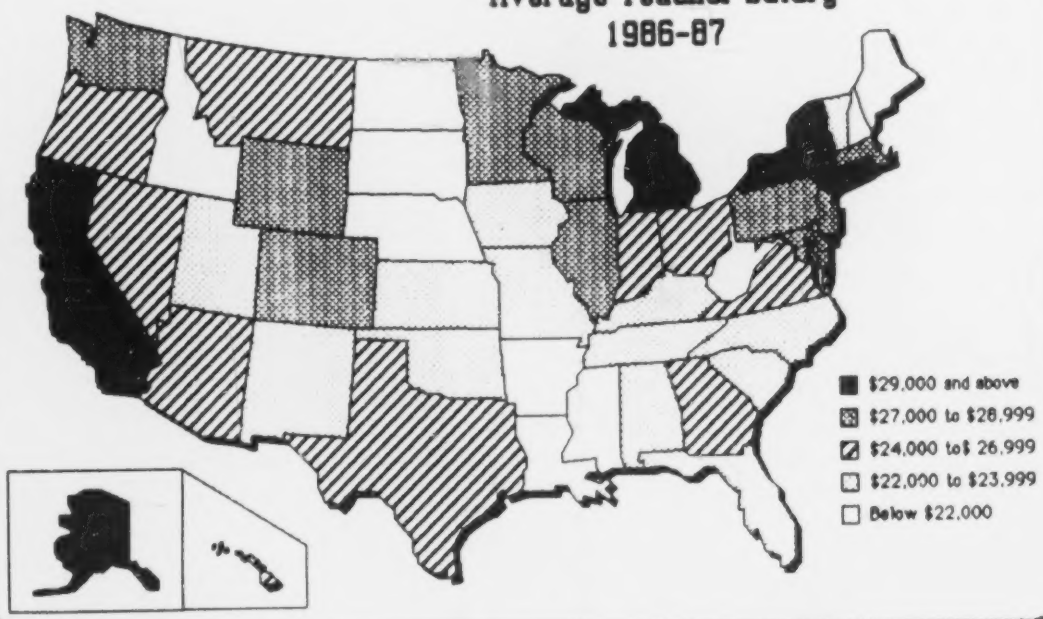
(See appendix for explanation of footnotes)

TABLE I-2
American Federation of Teachers Salary Report
TRENDS IN AVERAGE SALARY, 1984-85 TO 1986-87

State	Average Salary 1984-85	Rank	Average Salary 1985-86	Rank	Average Salary 1986-87	Rank	Percent Change 1984-85 to 1985-86	Percent Change 1985-86 to 1986-87	Percent Change 1984-85 to 1986-87
Alaska	$38,923	1	$41,647	1	$42,063	1	7.0%	1.0%	8.1%
D.C.	30,706	2	33,211	2	33,801	2	8.2%	1.8%	10.1%
New York	28,213	4	30,490	3	32,000	3	8.1%	5.0%	13.4%
Michigan	28,440	3	30,088	4	31,592	4	5.8%	5.0%	11.1%
California	27,293	6	29,801	5	31,269	5	9.2%	4.9%	14.6%
Rhode Island	27,693	5	29,470	6	31,079	6	6.4%	5.5%	12.2%
Connecticut	24,822	14	26,898	11	29,860	7	8.4%	11.0%	20.3%
Maryland	25,563	10	26,800	12	28,893	8	4.8%	7.8%	13.0%
New Jersey	25,125	13	27,170	9	28,718	9	8.1%	5.7%	14.3%
Massachusetts	24,618	15	26,496	13	28,615	10	7.6%	8.0%	16.2%
Minnesota	25,453	12	27,360	8	28,340	11	7.5%	3.6%	11.3%
Illinois	25,679	9	26,926	10	28,287	12	4.9%	5.1%	10.2%
Wyoming	26,499	7	27,461	7	28,230	13	3.6%	2.8%	6.5%
Wisconsin	24,577	16	26,347	14	28,206	14	7.2%	7.1%	14.8%
Delaware	22,294	25	24,624	22	27,467	15	10.5%	11.5%	23.2%
Pennsylvania	24,192	19	25,853	17	27,429	16	6.9%	6.1%	13.4%
Colorado	24,454	17	25,892	16	27,387	17	5.9%	5.8%	12.0%
Washington	25,505	11	26,210	15	27,238	18	2.8%	3.9%	6.8%
Nevada	22,518	24	25,606	20	26,962	19	13.7%	5.3%	19.7%
Ohio	23,000	20	24,988	21	26,762	20	8.6%	7.1%	16.4%
Oregon	24,378	18	25,664	19	26,691	21	5.3%	4.0%	9.5%
Texas	22,610	23	24,458	23	26,094	22	8.2%	6.7%	15.4%
Hawaii	25,842	8	25,765	18	26,093	23	-0.3%	1.3%	1.0%
Arizona	22,662	22	23,931	25	25,972	24	5.6%	8.5%	14.6%
Virginia	21,277	28	23,095	26	25,473	25	8.5%	10.3%	19.7%
Indiana	22,854	21	24,225	24	25,191	26	6.0%	4.0%	10.2%
Georgia	20,606	34	23,046	27	24,632	27	11.8%	6.9%	19.5%
Montana	21,749	27	22,916	29	24,198	28	5.4%	5.6%	11.3%
New Mexico	21,811	26	21,982	35	23,976	29	0.8%	9.1%	9.9%
Florida	20,836	32	22,250	34	23,833	30	6.8%	7.1%	14.4%
North Carolina	20,812	33	22,340	33	23,775	31	7.3%	6.4%	14.2%
Alabama	20,295	38	23,040	28	23,500	32	13.5%	2.0%	15.8%
Missouri	20,452	37	21,945	36	23,468	33	7.3%	6.9%	14.7%
Kansas	21,038	30	22,596	30	23,427	34	7.4%	3.7%	11.4%
Vermont	18,996	47	20,796	43	23,085	35	9.5%	11.0%	21.5%
South Carolina	20,143	40	21,595	38	23,039	36	7.2%	6.7%	14.4%
Utah	21,170	29	22,553	31	23,035	37	6.5%	2.1%	8.8%
Tennessee	20,474	35	21,384	39	22,612	38	4.4%	5.7%	10.4%
Iowa	21,008	31	21,690	37	22,603	39	3.2%	4.2%	7.6%
Oklahoma	19,974	42	22,458	32	22,540	40	12.4%	0.4%	12.8%
Kentucky	20,225	39	20,948	41	22,467	41	3.6%	7.3%	11.1%
New Hampshire	18,577	49	20,263	47	21,869	42	9.1%	7.9%	17.7%
Nebraska	19,781	43	20,669	44	21,797	43	4.5%	5.5%	10.2%
Idaho	20,471	36	20,971	40	21,476	44	2.4%	2.4%	4.9%
West Virginia	19,563	44	20,627	45	21,446	45	5.4%	4.0%	9.6%
North Dakota	20,088	41	20,816	42	21,284	46	3.6%	2.2%	6.0%
Maine	18,935	48	19,583	49	21,257	47	3.4%	8.5%	12.3%
Arkansas	19,100	46	19,965	48	20,386	48	4.5%	2.1%	6.7%
Louisiana	19,491	45	20,303	46	20,054	49	4.2%	-1.2%	2.9%
Mississippi	15,924	51	18,472	50	19,448	50	16.0%	5.3%	22.1%
South Dakota	17,380	50	18,095	51	18,781	51	4.1%	3.8%	8.1%
U.S. Average	$23,551		$25,260		$26,698		7.3%	5.7%	13.4%

Map 1

Average Teacher Salary 1986-87



Map 2

Average Teacher Salary Increase 1985-86 to 1986-87

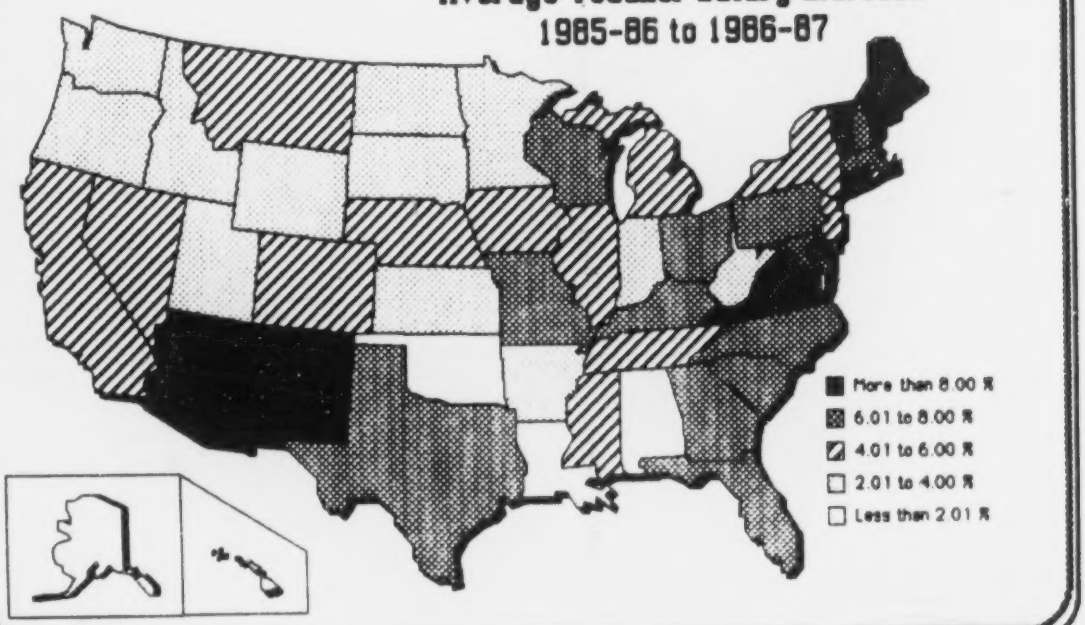


TABLE I-3
American Federation of Teachers Salary Report
AVERAGE TEACHER SALARIES FOR 1980-81 AND 1986-87

State	Average Salary		Rank		Percent of U.S. Average		Change, 1980-81 to 1986-87
	1980-81	1986-87	1980-81	1986-87	1980-81	1986-87	
Alabama	$15,150	$23,500	36	32	87%	88%	55.1%
Alaska	29,000	42,063	1	1	167%	158%	45.0%
Arizona	17,359	25,972	21	24	100%	97%	49.6%
Arkansas	13,270	20,386	49	48	76%	76%	53.6%
California	19,648	31,269	10	5	113%	117%	59.1%
Colorado	17,734	27,387	17	17	102%	103%	54.4%
Connecticut	17,440	29,860	20	7	100%	112%	71.2%
Delaware	18,625	27,467	13	15	101%	103%	47.5%
D.C.	22,823	33,801	2	2	131%	127%	48.1%
Florida	15,404	23,833	34	30	89%	89%	54.7%
Georgia	15,444	24,632	32	27	89%	92%	59.5%
Hawaii	20,993	26,093	5	23	121%	98%	24.3%
Idaho	15,146	21,476	37	44	87%	80%	41.8%
Illinois	19,518	28,287	11	12	112%	106%	44.9%
Indiana	16,878	25,191	24	26	97%	94%	49.3%
Iowa	16,150	22,603	27	39	93%	85%	40.0%
Kansas	15,250	23,427	35	34	88%	88%	53.6%
Kentucky	15,580	22,467	31	41	90%	84%	44.2%
Louisiana	14,900	20,054	39	49	86%	75%	34.6%
Maine	13,994	21,257	47	47	81%	80%	51.9%
Maryland	19,286	28,893	12	8	111%	108%	49.8%
Massachusetts	18,288	28,615	16	10	105%	107%	56.5%
Michigan	21,057	31,592	4	4	121%	118%	50.0%
Minnesota	17,182	28,340	22	11	99%	108%	64.9%
Mississippi	13,000	19,448	51	50	75%	73%	49.6%
Missouri	15,422	23,468	33	33	89%	88%	52.2%
Montana	15,967	24,198	28	28	92%	91%	51.6%
Nebraska	14,675	21,797	41	43	85%	82%	48.5%
Nevada	17,700	26,962	18	19	102%	101%	52.3%
New Hampshire	14,109	21,869	44	42	81%	82%	55.0%
New Jersey	18,300	28,718	15	9	105%	108%	56.9%
New Mexico	16,944	23,976	23	29	98%	90%	41.5%
New York	21,316	32,000	3	3	123%	120%	50.1%
North Carolina	15,858	23,775	29	31	91%	89%	49.9%
North Dakota	14,881	21,284	40	46	86%	80%	43.0%
Ohio	16,200	26,762	26	20	93%	100%	65.2%
Oklahoma	14,640	22,540	43	40	84%	84%	54.0%
Oregon	18,500	26,691	14	21	107%	100%	44.3%
Pennsylvania	17,690	27,429	19	16	102%	103%	55.1%
Rhode Island	19,803	31,079	9	6	114%	116%	56.9%
South Carolina	14,108	23,039	45	36	81%	86%	63.3%
South Dakota	13,636	18,781	48	51	79%	70%	37.7%
Tennessee	14,073	22,612	46	38	81%	85%	60.7%
Texas	15,715	26,094	30	22	91%	98%	66.0%
Utah	16,612	23,035	25	37	96%	86%	38.7%
Vermont	13,235	23,085	50	35	76%	86%	74.4%
Virginia	14,649	25,473	42	25	84%	95%	73.9%
Washington	20,702	27,238	6	18	119%	102%	31.6%
West Virginia	14,948	21,446	38	45	86%	80%	43.5%
Wisconsin	20,062	28,206	8	14	116%	106%	40.6%
Wyoming	20,438	28,230	7	13	118%	106%	38.1%
U.S. Average	$17,364	$26,698			100%	100%	53.8%

TABLE I-4
American Federation of Teachers Salary Report
AVERAGE SALARY OF TEACHERS COMPARED TO ANNUAL EARNINGS
IN THE PRIVATE SECTOR

State	Annual Earnings		Ratio of Teachers To Private Sector	----Rank----	
	Teachers	Private Sector		1987	1981
Rhode Island	$31,079	$18,153	1.71	1	2
Alaska	42,063	27,018	1.56	2	24
Wisconsin	28,206	18,356	1.54	3	3
Montana	24,198	15,781	1.53	4	13
Hawaii	26,093	17,042	1.53	5	1
Wyoming	28,230	18,581	1.52	6	14
Maryland	28,893	19,536	1.48	7	4
New Mexico	23,976	16,389	1.46	8	11
Oregon	26,691	18,382	1.45	9	10
Minnesota	28,340	19,682	1.44	10	19
Nevada	26,962	18,833	1.43	11	15
D.C	33,801	24,446	1.42	12	5
California	31,269	22,040	1.42	13	12
Washington	27,238	19,230	1.42	14	
Pennsylvania	27,429	19,541	1.40	15	21
North Carolina	23,775	17,164	1.39	16	9
Colorado	27,387	19,831	1.38	17	30
Michigan	31,592	22,891	1.38	18	18
Arizona	25,972	18,860	1.38	19	16
Virginia	25,473	18,552	1.37	20	41
Nebraska	21,797	15,918	1.37	21	28
South Carolina	23,039	16,852	1.37	22	32
New York	32,000	23,468	1.36	23	6
Iowa	22,603	16,590	1.36	24	22
North Dakota	21,284	15,637	1.36	25	33
Vermont	23,085	17,010	1.36	26	44
Florida	23,833	17,643	1.35	27	23
Massachusetts	28,615	21,515	1.33	28	8
Alabama	23,500	17,688	1.33	29	31
Ohio	26,762	20,207	1.32	30	46
Texas	26,094	19,805	1.32	31	48
South Dakota	18,781	14,368	1.31	32	17
Indiana	25,191	19,323	1.30	33	38
Delaware	27,467	21,085	1.30	34	26
Kansas	23,427	18,018	1.30	35	40
Connecticut	29,860	23,139	1.29	36	39
Kentucky	22,467	17,422	1.29	37	37
Idaho	21,476	16,802	1.28	38	35
Utah	23,035	18,063	1.28	39	27
Tennessee	22,612	17,738	1.27	40	45
Georgia	24,632	19,358	1.27	41	34
Illinois	28,287	22,262	1.27	42	20
Maine	21,257	16,755	1.27	43	25
New Jersey	28,718	22,688	1.27	44	29
Mississippi	19,448	15,477	1.26	45	44
Arkansas	20,386	16,317	1.25	46	42
Oklahoma	22,540	18,180	1.24	47	50
Missouri	23,468	19,139	1.23	48	46
West Virginia	21,446	17,880	1.20	49	49
New Hampshire	21,869	18,969	1.15	50	36
Louisiana	20,054	18,805	1.07	51	51
U.S. Average	$26,698	$20,072	1.33		

TABLE I-5
American Federation of Teachers Salary Report
AVERAGE SALARY OF TEACHERS IN 1986-87 COMPARED TO 1986
PER CAPITA PERSONAL INCOME

State	Average Teacher Salary	Per Capita Personal Income	Ratio of Salary to Per Capita Income 1987	1981	Rank 1987	1981
Alaska	$42,063	$17,744	2.37	1.94	1	4
Michigan	31,592	14,064	2.25	2.01	2	1
New Mexico	23,976	11,037	2.17	1.93	3	6
Utah	23,035	10,743	2.14	1.99	4	2
Wyoming	28,230	13,230	2.13	1.69	5	51
Rhode Island	31,079	14,670	2.12	1.93	6	5
Alabama	23,500	11,115	2.11	1.84	7	11
South Carolina	23,039	11,096	2.08	1.73	8	17
Wisconsin	28,206	13,796	2.04	1.95	9	3
West Virginia	21,446	10,530	2.04	1.78	10	14
Mississippi	19,448	9,552	2.04	1.78	11	15
Montana	24,198	11,904	2.03	1.73	12	18
Oregon	26,691	13,217	2.02	1.86	13	9
Kentucky	22,467	11,129	2.02	1.82	14	13
Pennsylvania	27,429	13,944	1.97	1.71	15	20
Arizona	25,972	13,220	1.96	1.77	16	16
Ohio	26,762	13,743	1.95	1.58	17	33
Indiana	25,191	12,944	1.95	1.71	18	21
North Carolina	23,775	12,245	1.94	1.83	19	12
Texas	26,094	13,523	1.93	1.45	20	43
Minnesota	28,340	14,737	1.92	1.60	21	32
Tennessee	22,612	11,831	1.91	1.65	22	28
Arkansas	20,386	10,773	1.89	1.66	23	27
Washington	27,238	14,498	1.88	1.84	24	10
Idaho	21,476	11,432	1.88	1.69	25	22
New York	32,000	17,118	1.87	1.87	26	8
California	31,269	16,778	1.86	1.62	27	29
Georgia	24,632	13,224	1.86	1.72	28	19
Illinois	28,287	15,420	1.83	1.68	29	24
Delaware	27,467	15,010	1.83	1.68	30	23
Oklahoma	22,540	12,368	1.82	1.42	31	44
Colorado	27,387	15,113	1.81	1.55	32	36
Vermont	23,085	12,845	1.80	1.47	33	42
Nevada	26,962	15,074	1.79	1.51	34	40
Louisiana	20,054	11,227	1.79	1.56	35	35
D.C.	33,801	18,980	1.78	1.68	36	25
Hawaii	26,093	14,691	1.78	1.89	37	7
Maryland	28,893	16,588	1.74	1.67	38	26
North Dakota	21,284	12,284	1.73	1.38	39	47
Missouri	23,468	13,657	1.72	1.57	40	34
Iowa	22,603	13,222	1.71	1.54	41	37
Maine	21,257	12,709	1.67	1.62	42	31
Florida	23,833	14,281	1.67	1.48	43	41
Virginia	25,473	15,374	1.66	1.38	44	46
Massachusetts	28,615	17,516	1.63	1.62	45	30
Kansas	23,427	14,379	1.63	1.38	46	48
South Dakota	18,781	11,850	1.58	1.51	47	39
Nebraska	21,797	13,777	1.58	1.40	48	45
New Jersey	28,718	18,284	1.57	1.52	49	38
Connecticut	29,860	19,208	1.55	1.35	50	50
New Hampshire	21,869	15,992	1.37	1.37	51	49
U.S. Average	$26,698	$14,461	1.85	1.65		

TABLE I-6
American Federation of Teachers Salary Report
STATE RANKINGS BY 1986-87 AVERAGE TEACHER SALARY ADJUSTED FOR INTERSTATE VARIATION IN THE COST OF LIVING

State	Average Salary	Cost of Living Index*	Adjusted Average Salary	Adjusted Rank	Original Rank
Alaska	$42,063	122.6	$34,309	1	1
D.C.	33,801	111.2	30,397	2	2
Michigan	31,592	107.1	29,498	3	4
Rhode Island	31,079	110.1	28,228	4	6
Texas	26,094	93.0	28,058	5	22
California	31,269	114.6	27,285	6	5
New York	32,000	117.4	27,257	7	3
Pennsylvania	27,429	101.2	27,104	8	16
Wyoming	28,230	104.4	27,040	9	13
Wisconsin	28,206	106.0	26,609	10	14
Minnesota	28,340	107.2	26,437	11	11
Illinois	28,287	109.5	25,833	12	12
Colorado	27,387	106.9	25,619	13	17
Georgia	24,632	96.2	25,605	14	27
Oregon	26,691	104.3	25,591	15	21
Virginia	25,473	99.7	25,550	16	25
Alabama	23,500	92.6	25,378	17	32
North Carolina	23,775	93.9	25,319	18	31
Ohio	26,762	106.4	25,152	19	20
Washington	27,238	108.6	25,081	20	18
Massachusetts	28,615	114.5	24,991	21	10
Oklahoma	22,540	91.2	24,715	22	40
Arizona	25,972	105.4	24,641	23	24
Indiana	25,191	102.4	24,601	24	26
South Carolina	23,039	94.0	24,510	25	36
Florida	23,833	98.0	24,319	26	30
Tennessee	22,612	93.2	24,262	27	38
Maryland	28,893	120.4	23,998	28	8
Nevada	26,962	113.6	23,734	29	19
New Mexico	23,976	101.1	23,715	30	29
West Virginia	21,446	90.6	23,671	31	45
Montana	24,198	102.8	23,539	32	28
Kansas	23,427	99.7	23,497	33	34
Connecticut	29,860	127.8	23,365	34	7
Delaware	27,467	118.1	23,257	35	15
New Jersey	28,718	124.0	23,160	36	9
Missouri	23,468	102.6	22,873	37	33
Arkansas	20,386	90.9	22,427	38	48
Kentucky	22,467	100.6	22,333	39	41
Iowa	22,603	101.6	22,247	40	39
Utah	23,035	105.1	21,917	41	37
Maine	21,257	97.6	21,780	42	47
Nebraska	21,797	101.3	21,517	43	43
Vermont	23,085	107.6	21,454	44	35
Mississippi	19,448	91.1	21,348	45	50
Idaho	21,476	102.5	20,952	46	44
Louisiana	20,054	95.8	20,933	47	49
North Dakota	21,284	103.5	20,564	48	46
Hawaii	26,093	127.2	20,513	49	23
New Hampshire	21,869	113.3	19,302	50	42
South Dakota	18,781	99.7	18,838	51	51

*Source (except Hawaii and Alaska): Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, p. 331.

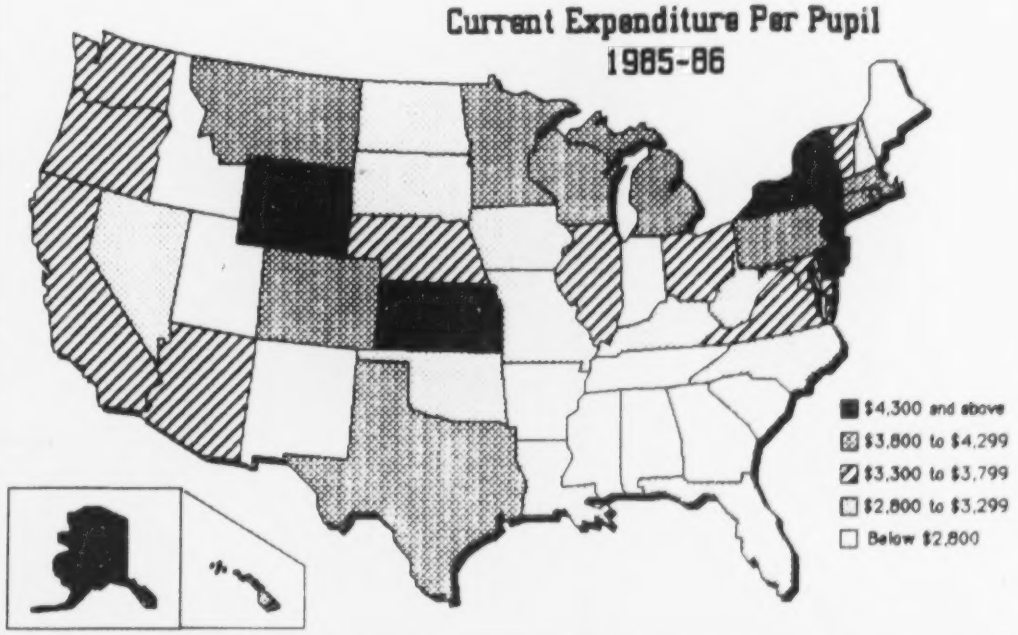
TABLE I-7
American Federation of Teachers Salary Report
EXPENDITURES PER PUPIL IN 1985-86 AND THE AVERAGE TEACHER SALARY IN 1986-87

	State	Expenditures Per Pupil	Percent of U.S. Average	Average Salary 1986-87	Percent of U.S. Average	Rank
1	Alaska	$6,800 b	184%	$42,063	158%	1
2	New York	5,887	160%	32,000	120%	3
3	New Jersey	5,536 a	150%	28,718	108%	9
4	Wyoming	5,529	150%	28,230	106%	13
5	D.C.	4,615	125%	27,467	103%	2
6	Kansas	4,551	123%	23,427	88%	34
7	Delaware	4,299	117%	33,801	127%	15
8	Massachusetts	4,199	114%	28,615	107%	10
9	Michigan	4,171	113%	31,592	118%	4
10	Hawaii	4,061	110%	26,093	98%	23
11	Texas	4,026	109%	26,094	98%	22
12	Minnesota	4,008	109%	28,340	106%	11
13	Montana	3,999	108%	24,198	91%	28
14	Wisconsin	3,944 h	107%	28,206	106%	14
15	Rhode Island	3,917 h	106%	31,079	116%	6
16	Colorado	3,911 f	106%	27,387	103%	17
17	Connecticut	3,878	105%	29,860	112%	7
18	Pennsylvania	3,874 b	105%	27,429	103%	16
19	Maryland	3,775	102%	28,893	108%	8
20	Illinois	3,773 a	102%	28,287	106%	12
21	Arizona	3,664	99%	25,972	97%	24
22	California	3,593	97%	31,269	117%	5
23	Oregon	3,581	97%	26,691	100%	21
24	Vermont	3,554 a	96%	23,085	86%	35
25	Washington	3,463 a	94%	27,238	102%	18
26	Virginia	3,421	93%	25,473	95%	25
27	Nebraska	3,420	93%	21,797	82%	43
28	Ohio	3,322 h	90%	26,762	100%	20
29	Florida	3,205	87%	23,833	89%	30
30	Louisiana	3,170	86%	20,054	75%	49
31	South Dakota	3,160	86%	18,781	70%	51
32	Missouri	3,110 g	84%	23,468	88%	33
33	Iowa	3,102	84%	22,603	85%	39
34	North Dakota	3,075	83%	21,284	80%	46
35	Oklahoma	2,948	80%	22,540	84%	40
36	North Carolina	2,915	79%	23,775	89%	31
37	Nevada	2,878	78%	26,962	101%	19
38	New Hampshire	2,873 h	78%	21,869	82%	42
39	Kentucky	2,840	77%	22,467	84%	41
40	West Virginia	2,833	77%	21,446	80%	45
41	Indiana	2,763	75%	25,191	94%	26
42	South Carolina	2,757	75%	23,039	86%	36
43	Georgia	2,746	74%	24,632	92%	27
44	Alabama	2,728	74%	23,500	88%	32
45	Tennessee	2,656	72%	22,612	85%	38
46	Idaho	2,551	69%	21,476	80%	44
47	New Mexico	2,538	69%	23,976	90%	29
48	Mississippi	2,521	68%	19,448	73%	50
49	Utah	2,327	63%	23,035	86%	37
50	Arkansas	2,129	58%	20,386	76%	48
51	Maine	NA		21,257	80%	47
	U.S. Average	$3,689	100%	$26,698	100%	

(see appendix for explanation of footnotes)

Map 3

Current Expenditure Per Pupil 1985-86



Map 4

Personal Income Per Capita 1986

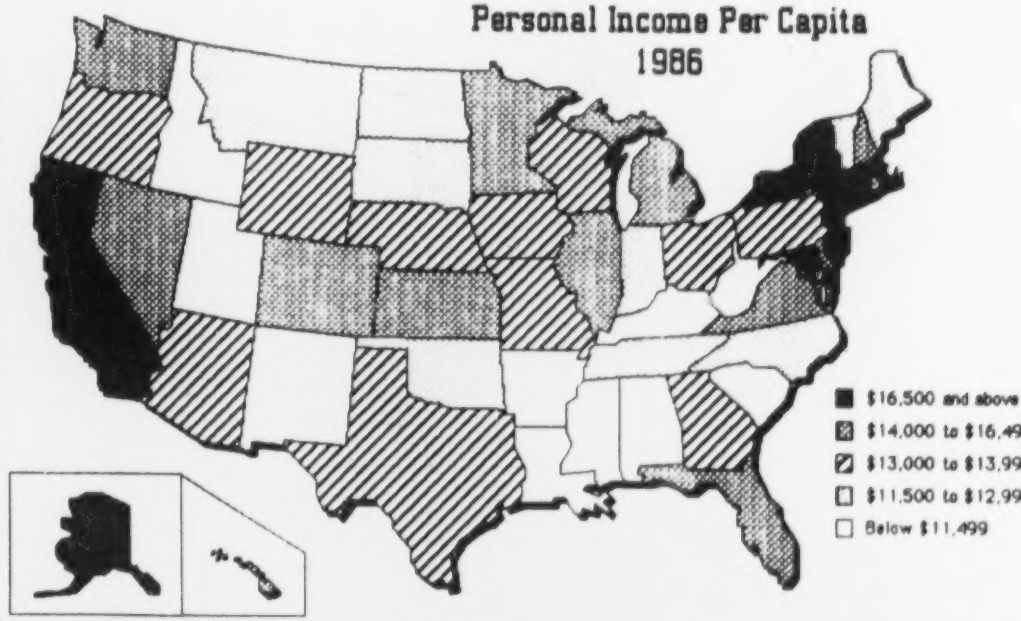


TABLE I-8
American Federation of Teachers Salary Report
EXPENDITURES PER PUPIL IN 1985-86 AND THE AVERAGE TEACHER SALARY IN 1986-87
BY REGION

State	Average Salary 1986-87	Expenditures Per Pupil 1985-86
NEW ENGLAND		
Rhode Island	$31,079	$3,917
Connecticut	29,860	3,878
Massachusetts	28,615	4,199
Vermont	23,085	3,554
New Hampshire	21,869	2,873
Maine	21,257	NA
MIDEAST		
D.C.	27,467	4,615
New York	32,000	5,887
Maryland	28,893	3,775
New Jersey	28,718	5,536
Delaware	33,801	4,299
Pennsylvania	27,429	3,874
GREAT LAKES		
Michigan	31,592	4,171
Illinois	28,287	3,773
Wisconsin	28,206	3,944
Ohio	26,762	3,322
Indiana	25,191	2,763
PLAINS		
Minnesota	28,340	4,008
Missouri	23,468	3,110
Kansas	23,427	4,551
Iowa	22,603	3,102
Nebraska	21,797	3,420
North Dakota	21,284	3,075
South Dakota	18,781	3,160
SOUTHEAST		
Virginia	$25,473	$3,421
Georgia	24,632	2,746
Florida	23,833	3,205
North Carolina	23,775	2,915
Alabama	23,500	2,728
South Carolina	23,039	2,757
Tennessee	22,612	2,656
Kentucky	22,467	2,840
West Virginia	21,446	2,833
Arkansas	20,386	2,129
Louisiana	20,054	3,170
Mississippi	19,448	2,521
SOUTHWEST		
Texas	26,094	4,026
Arizona	25,972	3,664
New Mexico	23,976	2,538
Oklahoma	22,540	2,948
ROCKY MOUNTAINS		
Wyoming	28,230	5,529
Colorado	27,387	3,911
Montana	24,198	3,999
Utah	23,035	2,327
Idaho	21,476	2,551
FAR WEST		
California	31,269	3,593
Washington	27,238	3,463
Nevada	26,962	2,878
Oregon	26,691	3,581
Alaska	42,063	6,800
Hawaii	26,093	4,061
U.S. Average	$26,698	$3,689

Map 5

1986-87 Average Teacher Salary, Ranked Within Region

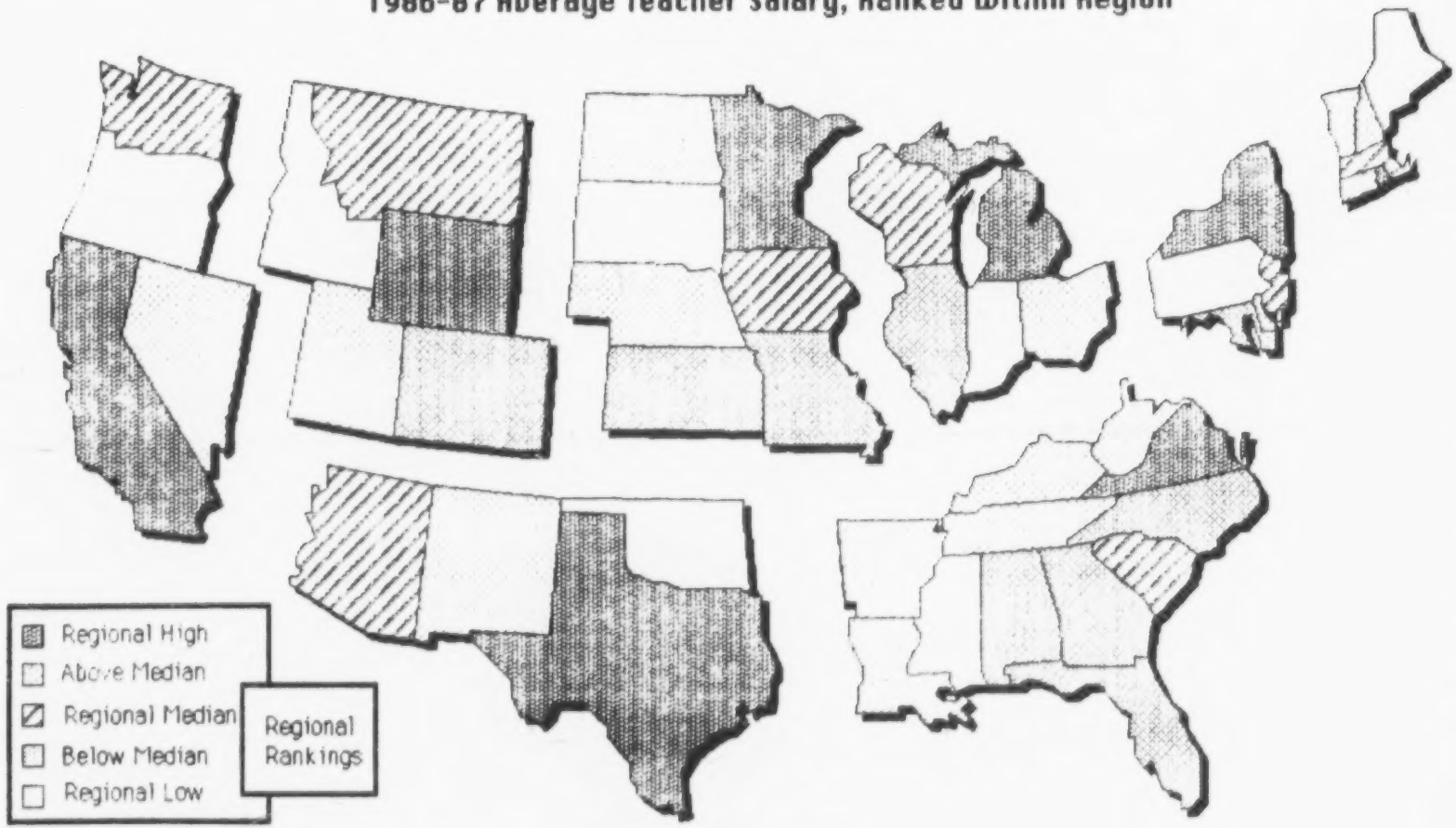


TABLE I-9
American Federation of Teachers Salary Report
AVERAGE SALARY AND PER PUPIL EXPENDITURE RANKINGS COMPARED TO VARIOUS RANKINGS
OF BUSINESS CLIMATE OR DEVELOPMENT

State	1986-87 Average Teacher Salary	1985-86 Per Pupil Spending	Grant Thornton Index	Ranking Difference Compared to:		Corporation for Enterprise Development's Indexes:			
				Teacher Salary	Per Pupil Spending	Performance	Capacity	Business Vitality	Business Policy
South Dakota	51	30	1	-50	-29	26	41	46	43
Utah	37	48	2	-35	-46	21	26	9	30
Nebraska	43	26	3	-40	-23	13	34	31	30
Arizona	24	20	4	-20	-16	32	9	2	24
North Dakota	46	33	5	-41	-28	26	27	38	47
Florida	30	28	6	-24	-22	37	32	8	13
North Carolina	31	35	7	-24	-28	38	38	47	30
Georgia	27	42	8	-19	-34	39	37	35	30
Kansas	34	6	9	-25	3	15	21	19	30
Mississippi	50	47	10	-40	-37	49	50	50	30
South Carolina	36	41	11	-25	-30	47	47	44	15
Virginia	25	25	12	-13	-13	17	23	24	27
Tennessee	38	44	13	-25	-31	43	43	41	49
Colorado	17	15	14	-3	-1	20	4	5	30
Arkansas	48	49	15	-33	-34	43	48	41	30
Missouri	33	31	16	-17	-15	28	29	27	15
Nevada	19	36	17	-2	-19	24	42	34	44
Texas	22	10	18	-4	8	40	18	4	27
Idaho	44	45	19	-25	-26	32	36	15	44
Vermont	35	23	20	-15	-3	8	10	6	13
New Mexico	29	46	21	-8	-25	43	22	13	27
Iowa	39	32	22	-17	-10	29	25	41	15
New Jersey	9	3	23	14	20	11	11	26	7
New Hampshire	42	37	24	-18	-13	3	30	11	42
Oklahoma	40	34	25	-15	-9	41	31	18	30
California	5	21	26	21	5	9	3	2	8
Massachusetts	10	7	27	17	20	1	1	10	6
Indiana	26	40	28	2	-12	22	40	25	24
Alabama	32	43	29	-3	-14	48	46	49	44
Kentucky	41	38	30	-11	-8	45	45	38	15
Delaware	15	5	31	16	26	16	8	22	30
Maryland	8	18	32	24	14	18	13	17	10
Connecticut	7	16	33	26	17	2	2	13	12
Illinois	12	19	34	22	15	34	14	38	15
Wisconsin	14	13	35	21	22	6	20	45	8
Minnesota	11	11	36	25	25	4	6	11	3
Rhode Island	6	14	37	31	23	7	7	35	24
Washington	18	24	38	20	14	14	19	6	15
Louisiana	49	29	39	-10	10	50	39	19	30
Pennsylvania	16	17	40	24	23	18	12	48	3
Wyoming	13	4	41	28	37	35	33	27	47
New York	3	2	42	39	40	12	5	16	3
Ohio	20	27	43	23	16	30	28	27	2
Oregon	21	22	44	23	22	30	17	19	15
West Virginia	45	39	45	0	6	42	49	33	15
Montana	28	12	46	18	34	36	24	37	30
Maine	47	50	47	0	-3	5	44	27	10
Michigan	4	8	48	44	40	25	35	22	1
Hawaii	23	9				10	15	32	23
Alaska	1	1				23	16	1	49

II. Trends in Teacher Salaries Compared to Other Workers and Professions

Trends in Teacher Salaries Compared to Inflation. The purchasing power of teachers, measured in 1987 dollars according to the Consumer Price Index for All Urban Consumers, has risen approximately $5,000 since 1981. As shown in Table II-1 and Figure 2, purchasing power for teachers has been restored to the peak purchasing power period of 1971-73. In 1956, the average teacher salary was $16,912 (in 1987 dollars)--about two-thirds of the current salary level. During the periods of rapid inflation in the mid-1970s and early 1980s, as shown in Figure 1, the average teacher salary increase fell at the onset of inflation but increased as inflation waned. The current real wage gains experienced by teachers may be a product of this adjustment lag.

In Table II-1 and the following tables, the 1987 inflation rate is estimated at 3.5 percent--an average of 15 inflation-rate forecasts collected by the Bureau of National Affairs. Inflation may well turn out higher, with the rate standing at 3.8 percent for the 12 months ending May 1987 and at a 4.9 percent annualized rate for the 3 months ending May 1987. Teachers may experience little, if any, gain in real earnings during 1987.

Trends in Teacher Salaries Compared to the Average Annual Earnings of All Workers. The ratio of teacher salaries to the mean average annual earnings of the full-time, nonagricultural worker, 1.16 in 1986, is at its highest level since 1973, as shown in Table II-1. The ratio has been as high as 1.14 in 1971. The ratio has been as low as 1.00 in 1957 and fell to 1.01 as recently as 1981. Figure 2 illustrates these trends.

The teacher/average worker ratio is an index, and the average worker's salary should not be interpreted as a target for teacher salaries. Some economic forces--such as inflation and economic growth or stagnation--affect all workers in the economy. Consequently, merely adjusting for inflation does not adequately describe the financial well-being of teachers. Had teacher purchasing power remained the same since 1956, teachers would be earning far less than the average worker. Furthermore, as the productivity of the economy increases and the value of all labor rises, teachers should share equally in economy-wide gains in productivity, roughly measured by the real increase in the annual earnings of the average full-time worker.

Trends in Teacher Salaries Compared to the Average Annual Salaries of All Government Workers. Trends in government worker salaries have closely matched trends in teachers salaries. Teachers outpaced government workers over the 1960s,

with the ratio of teacher-to-government worker salaries rising to 1.11 in 1968. During the 1970s, however, government workers fared much better than teachers and the ratio fell to .99 by 1981. In 1986, teachers had an 8 percent advantage over all government workers.

Trends in Teacher Salaries Adjusted for Work Experience. Though it appears that teacher salaries are at the highest levels ever, the average teacher in 1986 has more experience--17 years--than at any time over the past three decades, as shown in Figure 3. Clearly, the rapid rise in teacher salaries over the past six years is due primarily to layoffs of low-paid teachers and minimal hiring of beginning teachers. The educational attainment of teachers has increased at a rate commensurate with their experience. In 1975-76, less than 40 percent of teachers held a masters degree. In 1985, the comparable figure was about 58 percent.

Figure 4 shows how the teacher with the average experience and education level in 1975-76 (11 years of experience and a BA) would fare in 1986-87, and how the teachers with the average education level at the top of the typical salary schedule in 1985-86 (15 years of experience and an MA) would have fared in 1975-76. The data describe large school districts and are collected from various sources. During this period, the average inflation-adjusted teacher salary rose $2,900 in large districts. However, the salary for BAs with 11 years of experience dropped by $2,600, and the salary for MAs with 15 years of experience declined by about $400.

Trends in Teacher Salaries Compared to the Annual Earnings of Male and Female Workers. The work force has changed substantially over the past 30 years. Since 1961, both the average worker and average teacher have gained about one year of education, and the typical teacher still has four more years of education than the average worker. The influx of female workers in the labor force might make comparisons to the average worker problematic. An influx of low-paid female workers could invalidate the use of the teacher/average worker ratio as an index by which to evaluate trends in teacher salaries. On the other hand, the comparison to female workers over time helps index the relative attractiveness of the female-dominated teaching occupation. Table II-2 contains separate comparisons of the average teacher salary to full-time male and full-time female workers.

Male workers in the U.S. economy enjoyed an approximately 20 percent advantage over teachers during the 1960s, as shown in Table III-3 and graphed in Figure 5. The advantage grew to 34 percent over the 1970s as the salaries of teachers deteriorated, but returned to only an 18 percent advantage in 1986. The

earnings of the average full-time, year-round female worker also gained slowly on teacher salaries until 1982, rising from 64 percent of the average teacher salary in 1968 to 80 percent by 1982. By 1986, full-time women workers earned just 75 percent as much as the average teacher.

Average Teacher Salaries Compared to Selected White-Collar Occupations. The relationship of salaries in other white-collar occupations to each other changed little over the past 25 years, as shown in Tables II-4 through II-6 and illustrated in Figure 6. For the fourth consecutive year, the average teacher salary grew faster or at the same rate as any of the salaries in five other white-collar occupations (Table II-6). The job categories described in the tables and figure, such as Accountant "III" or Chemist "IV", contain the accountant or chemist who had earnings in the middle of the income distribution for all accountants or chemists. The figures in Tables II-4 through II-6 are the average of all people in that job category, such as Accountant III or Chemist IV. Lawyers earned about double the average teacher salary, chemists and engineers about 70 percent more and auditors and accountants about 40 percent more. Salaries in other white-collar occupations deteriorated relative to teacher salaries through the mid-1970s. Other white-collar occupations gained sharply on teachers from the mid-1970s until 1982, but in just the past three years, most of this gain has been erased. In 1956, teachers earned less relative to all of the occupations listed in the tables.

Teacher Salaries Compared to Academic Salaries. Academic salaries have not maintained the same consistent relationship with teacher salaries that private sector white-collar occupations have kept. The salary advantage of assistant professors over teachers has declined continuously since 1963, and in 1986, the advantage slipped to 3 percent (Table II-5). While full professors still have an 80 percent advantage, this figure has fallen continuously from a 120 percent advantage in 1967. During the 1960s, full professors enjoyed higher real earnings than did Attorney IIIs. For 1985 and 1986, academics experienced salary gains on par with teachers.

Teacher Salary Increases Compared to Settlements in the Private Sector. Trends in average and beginning salaries for teachers are compared to the mean annual rate of adjustment over the life of settlements negotiated in the private sector in Table II-7 and Figure 7. One problem in making this comparison is that the teacher figures result from a combination of contracts that are one, two or three years old, while all of the labor contracts are more recently settled, being one-year, two-year or three year contracts. This partly accounts for the lag in adjustment to inflation shown in Figure 7. Another problem is that the average teacher salary increase reflects

demographic changes, with the increasing experience and education level of teachers helping to boost average salary gains. Indeed, average salaries grew faster than the average teacher contract settlement reported in the Department of Labor's Current Wage Developments in 1983-84, 1984-85 and 1985-86 (see Figure 8). A third problem is that private sector settlements do not include lump sum payments. According to recent Department of Labor data, about one in four contracts during the first quarter of 1987 had lump sum payments, with two-thirds of them in the 2 to 6 percent range. Factoring in lump sum payments across all contracts improves the median wage increase up by .7 percent in all industries, and by 1.1 percent in manufacturing.

During the 1970s, the rate of increase in teacher salaries and the rate of the wage increase negotiated in private sector labor settlements moved closer to each other. Over the last six years, however, both beginning and average teacher salaries have easily outpaced negotiated settlements in the private sector. While the higher average salary of teachers may be largely a product of a more experienced work force, beginning salaries have also shown consistently greater increases than in private sector labor settlements.

Salaries of Nonteaching Personnel. The average teacher salary increase since 1974-75 has been more than the increase of any category of nonteaching personnel shown in Table II-8, except central office secretaries. Superintendents (up 102 percent) and high school principals, (up 109 percent) have lost ground to teachers whose salaries rose 132 percent. Though no data on age exist, the closing of the teacher-administrator salary gap probably reflects the rapid increase in teacher experience over the decade. Beginning teacher salaries (not shown), for example, rose only 112 percent.

Wage gains for nonteaching school personnel, while not quite as high as those of teachers, have been better than those of private sector counterparts. Wage increases in the nonmanufacturing private sector have been 3.5 to 4.5 percent over the past four years, while instructional aides, custodians, cafeteria workers and bus drivers have had gains of 4.5 to 7.5 percent.

Figure 1

Annual Rate of Increase in Teacher Salaries Compared to the Consumer Price Index

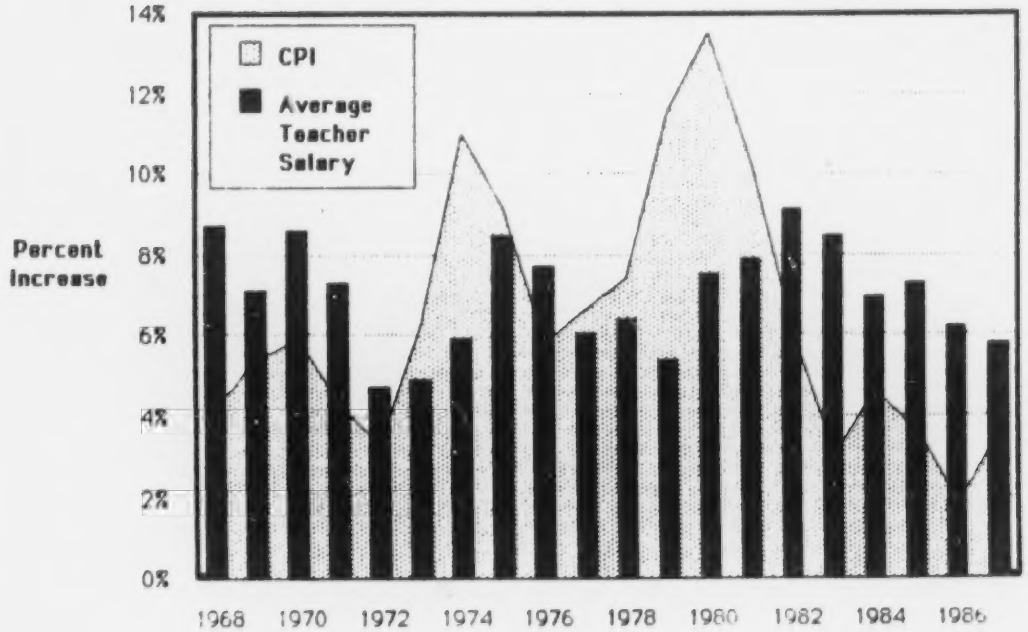


Figure 2

Trends in Annual Earnings of Teachers, Government Workers, and All Workers

(Mean Annual Earnings in 1987 Dollars)

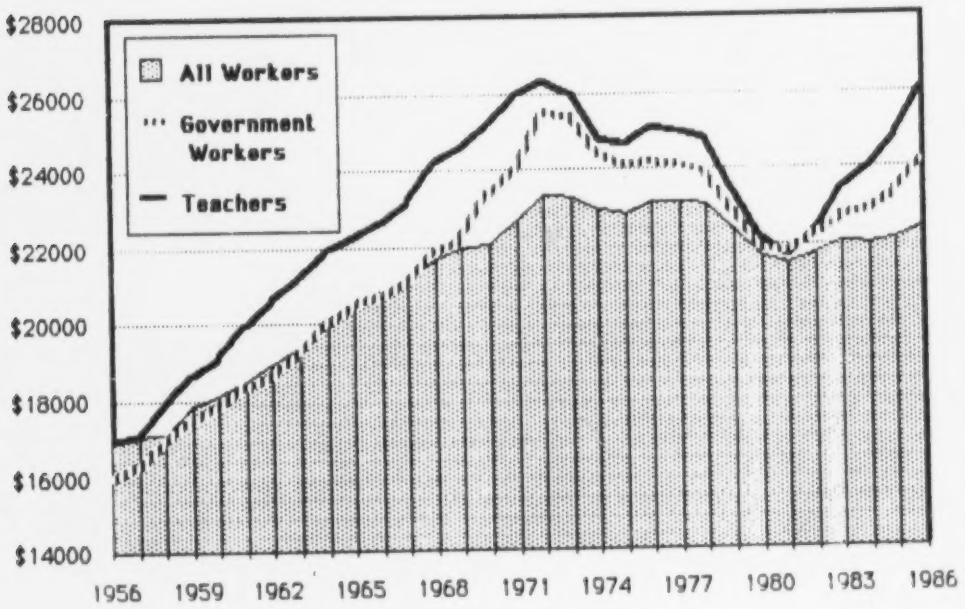


TABLE II-1
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS AND DISPOSABLE PERSONAL INCOME PER CAPITA

			Mean Annual Earnings (1987 Dollars)			Ratio of Teacher Salary to Salary of:		--------1972 Dollars--------		
	Mean Teacher Salary	CPI	Teachers	All Workers	Government Workers	All Workers	Gov't Workers	Per Capita Disposable Income	Teachers Salary	Ratio
1987	$26,698	339.9 *	$26,698							
1986	25,260	328.4	26,093	$22,459 *	$24,152 *	1.16	1.08	$5,203	$9,638	1.85
1985	23,572	322.2	24,838	22,118	23,358	1.12	1.06	5,055	9,167	1.81
1984	21,974	311.1	23,980	21,983	22,896	1.09	1.05	4,939	8,850	1.79
1983	20,547	297.4	23,456	22,061	22,718	1.06	1.03	4,670	8,657	1.85
1982	18,945	288.6	22,286	21,749	22,243	1.02	1.00	4,555	8,225	1.81
1981	17,364	272.3	21,649	21,473	21,774	1.01	0.99	4,561	7,990	1.75
1980	16,100	247.0	22,129	21,696	21,908	1.02	1.01	4,487	8,167	1.82
1979	14,970	217.7	23,345	22,361	22,873	1.04	1.02	4,512	8,616	1.91
1978	14,207	195.3	24,697	23,071	23,916	1.07	1.03	4,441	9,115	2.05
1977	13,352	181.8	24,934	23,117	24,137	1.08	1.03	4,280	9,202	2.15
1976	12,591	170.5	25,071	23,138	24,229	1.08	1.03	4,158	9,253	2.23
1975	11,690	161.2	24,620	22,821	24,117	1.08	1.02	4,051	9,087	2.24
1974	10,778	147.7	24,774	22,960	24,452	1.08	1.01	4,009	9,143	2.28
1973	10,176	133.1	25,956	23,227	25,420	1.12	1.02	4,080	9,580	2.35
1972	9,705	125.3	26,296	23,329	25,545	1.13	1.03	3,860	9,705	2.51
1971	9,269	121.3	25,943	22,693	24,036	1.14	1.08	3,752	9,575	2.55
1970	8,635	116.3	25,207	22,081	23,386	1.14	1.08	3,665	9,303	2.54
1969	7,952	109.8	24,587	21,938	22,228	1.12	1.11	3,564	9,075	2.55
1968	7,423	104.2	24,185	21,690	21,885	1.12	1.11	3,493	8,926	2.56
1967	6,830	100.0	23,188	21,151	21,124	1.10	1.10	3,389	8,558	2.53
1966	6,485	97.2	22,651	20,842	20,740	1.09	1.09	3,290	8,360	2.54
1965	6,195	94.5	22,256	20,514	20,539	1.08	1.08	3,171	8,214	2.59
1964	5,995	92.9	21,909	20,111	20,056	1.09	1.09	3,026	8,086	2.67
1963	5,732	91.7	21,222	19,411	19,270	1.09	1.10	2,865	7,832	2.73
1962	5,515	90.6	20,666	18,980	18,710	1.09	1.10	2,813	7,627	2.71
1961	5,275	89.6	19,987	18,506	18,411	1.08	1.09	2,742	7,377	2.69
1960	4,995	88.7	19,118	18,154	17,897	1.05	1.07	2,709	7,056	2.60
1959	4,797	87.3	18,655	17,866	17,496	1.04	1.07	2,704	6,885	2.55
1958	4,571	86.6	17,920	17,151	16,967	1.04	1.06	2,645	6,614	2.50
1957	4,239	84.3	17,072	17,035	16,290	1.00	1.05	2,660	6,301	2.37
1956	4,055	81.4	16,912	16,912	15,970	1.00	1.06	2,653	6,242	2.35

* Estimated

Figure 3

The Average Teacher Salary Compared to the Average Experience Level of Teachers

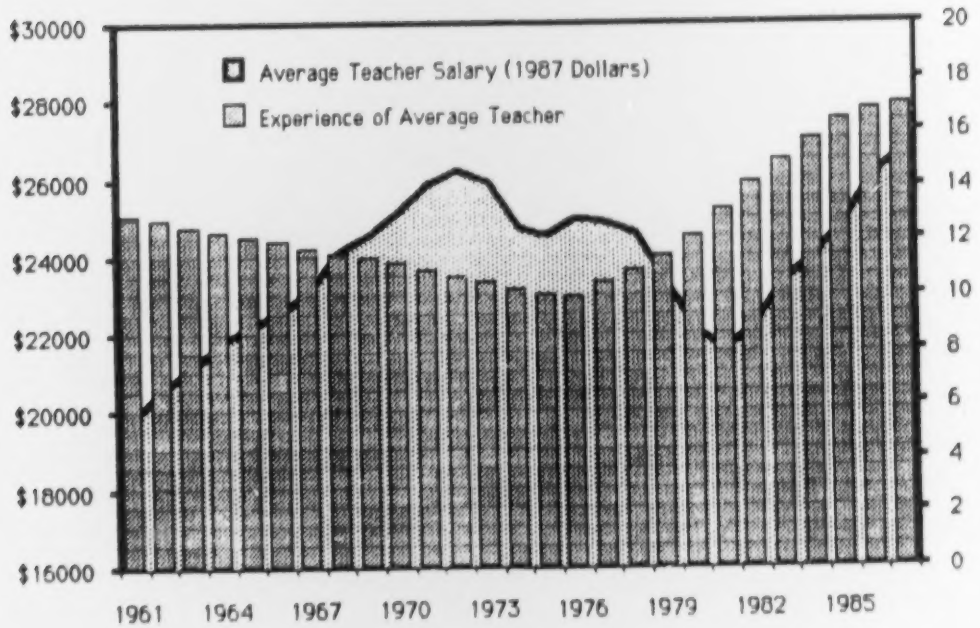
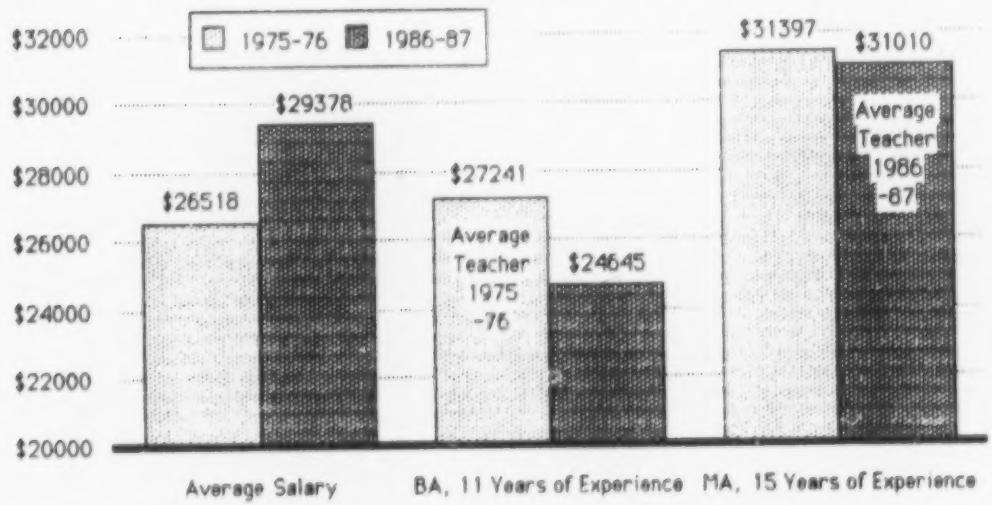


Figure 4

Trends in Teacher Salaries by Education and Experience For the Nation's Largest School Districts[1] (1987 Dollars)



[1]Average salary data correspond to AFT's largest locals in 1985-86. Other 1975-76 data correspond to the 70 largest school districts in 1975-76. Other 1986-87 data correspond to school districts serving the 170 largest cities in the U.S.

Figure 5

Ratio of Annual Money Income of Male and Female Full-Time Workers to the Average Teacher Salary

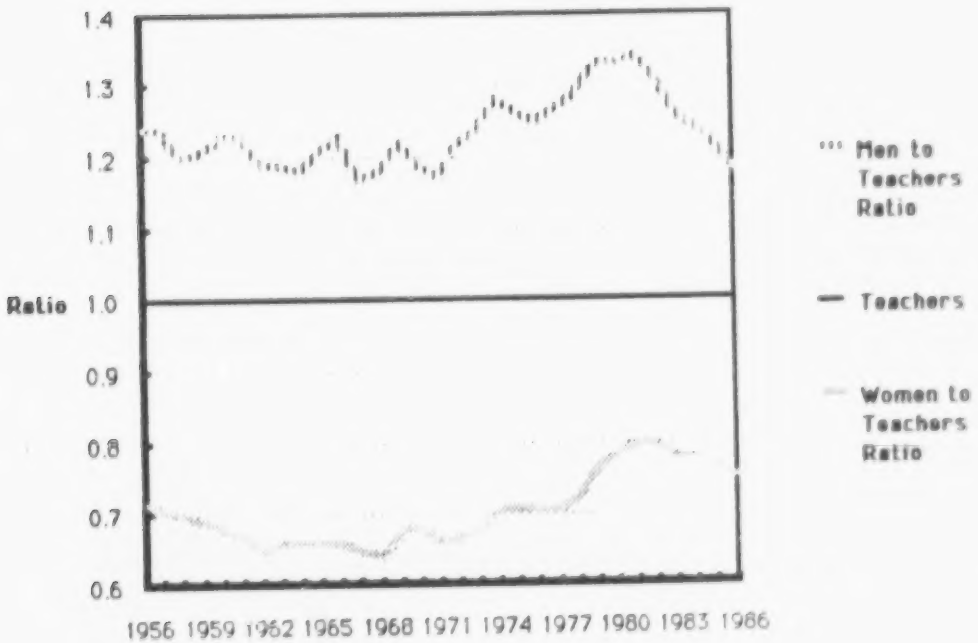


TABLE II-2
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL MONEY INCOME OF MALE AND FEMALE INDIVIDUALS

	Mean Teacher Salary	Mean Annual Money Income (1987 Dollars)			Proportion of Teacher Salary Earned by:		Annual Percent Increase in Nominal Dollars		
		Teachers	Full-time Workers Men	Full-time Workers Women	Full-time Workers Men	Full-time Workers Women	Teachers	Full-time Workers Men	Full-time Workers Women
1987	$26,698	$26,698					5.8%		
1986	25,260	26,093	$30,825 *	$19,508 *	1.18	0.75	7.2%	3.6%	4.2%
1985	23,572	24,838	30,326	19,082	1.22	0.77	7.3%	5.5%	6.0%
1984	21,974	23,980	29,760	18,648	1.24	0.78	6.9%	5.5%	6.3%
1983	20,547	23,456	29,495	18,350	1.26	0.78	8.5%	4.0%	6.0%
1982	18,945	22,286	29,219	17,834	1.31	0.80	9.1%	6.8%	9.2%
1981	17,364	21,649	28,983	17,313	1.34	0.80	7.9%	8.3%	8.9%
1980	16,100	22,129	29,498	17,519	1.33	0.79	7.5%	7.4%	11.2%
1979	14,970	23,345	31,153	17,874	1.33	0.77	5.4%	9.0%	10.0%
1978	14,207	24,697	31,858	18,105	1.29	0.73	6.4%	8.1%	9.1%
1977	13,352	24,934	31,651	17,827	1.27	0.71	6.0%	7.8%	6.5%
1976	12,591	25,071	31,301	17,854	1.25	0.71	7.7%	6.7%	8.4%
1975	11,690	24,620	31,025	17,421	1.26	0.71	8.5%	7.0%	7.5%
1974	10,778	24,774	31,659	17,683	1.28	0.71	5.9%	9.0%	11.2%
1973	10,176	25,956	32,223	17,649	1.24	0.68	4.9%	7.0%	5.9%
1972	9,705	26,296	32,002	17,703	1.22	0.67	4.7%	8.9%	6.8%
1971	9,269	25,943	30,358	17,118	1.17	0.66	7.3%	5.1%	4.3%
1970	8,635	25,207	30,138	17,115	1.20	0.68	8.6%	5.9%	8.3%
1969	7,952	24,587	30,142	16,732	1.23	0.68	7.1%	10.9%	13.5%
1968	7,423	24,185	28,650	15,540	1.18	0.64	8.7%	9.5%	7.9%
1967	6,830	23,188	27,270	15,003	1.18	0.65	5.3%	1.0%	3.3%
1966	6,485	22,651	27,786	14,942	1.23	0.66	4.7%	5.8%	5.2%
1965	6,195	22,256	27,019	14,603	1.21	0.66	3.3%	6.5%	2.9%
1964	5,995	21,909	25,816	14,441	1.18	0.66	4.6%	3.6%	4.4%
1963	5,732	21,222	25,246	14,015	1.19	0.66	3.9%	3.6%	4.9%
1962	5,515	20,666	24,675	13,517	1.19	0.65	4.5%	1.4%	1.7%
1961	5,275	19,987	24,605	13,444	1.23	0.67	5.6%	5.7%	4.3%
1960	4,995	19,118	23,513	13,017	1.23	0.68	4.1%	5.4%	2.1%
1959	4,797	18,655	22,676	12,950	1.22	0.69	4.9%	5.8%	4.2%
1958	4,571	17,920	21,611	12,528	1.21	0.70	7.8%	5.0%	5.5%
1957	4,239	17,072	21,148	12,201	1.24	0.71	4.5%	4.2%	4.3%
1956	4,055	16,912	21,012	12,118	1.24	0.72			

*Estimated

Figure 6

Trends in the Average Salary in Teaching and in Selected White-Collar Occupations (1987 Dollars)

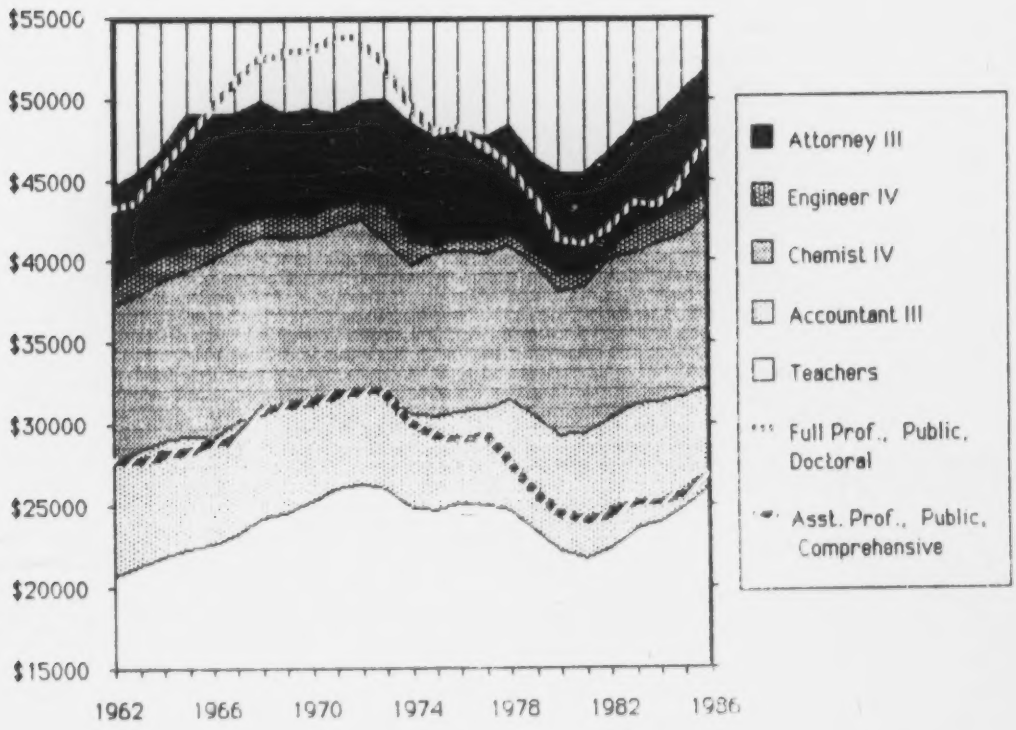


TABLE II-3
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE-COLLAR OCCUPATIONS (CURRENT DOLLARS)

	Mean Teacher Salary	Account-ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Comprehensive
1987	$26,698							
1986	25,260	$31,143	$32,121	$50,119	$41,548	$42,667	$45,600	$26,000
1985	23,572	30,037	31,246	47,742	39,418	40,991	42,600	24,400
1984	21,974	28,721	30,209	44,743	37,643	39,005	39,800	23,000
1983	20,547	27,346	28,245	42,271	35,439	36,726	38,200	22,000
1982	18,945	25,673	26,502	39,649	34,047	34,443	35,700	20,800
1981	17,364	23,545	24,401	36,373	30,801	31,352	32,900	19,300
1980	16,100	21,299	22,026	33,034	27,681	28,486	30,100	17,800
1979	14,970	19,468	20,303	29,644	25,459	25,989	28,200	16,600
1978	14,207	18,115	18,756	27,738	23,532	23,972	26,400	15,900
1977	13,352	16,545	17,108	25,460	21,674	22,072	25,200	15,700
1976	12,591	15,428	16,059	24,205	20,429	20,749	24,200	14,600
1975	11,690	14,458	15,334	22,558	19,204	19,443	22,700	13,900
1974	10,778	13,285	14,341	21,082	17,283	17,929	21,600	13,100
1973	10,176	12,472	13,568	19,565	16,140	17,030	20,500	12,500
1972	9,705	11,879	12,881	18,392	15,670	16,159	19,800	11,800
1971	9,269	11,383	12,227	17,509	15,036	15,535	19,200	11,400
1970	8,635	10,686	11,475	16,884	14,218	14,695	18,100	10,800
1969	7,952	10,029	10,726	15,879	13,359	13,893	17,100	10,100
1968	7,423	9,367	9,977	15,283	12,751	13,095	16,100	9,500
1967	6,830	8,879	9,449	14,419	12,044	12,424	15,000	8,600
1966	6,485	8,328	8,904	14,052	11,448	11,784	14,100	8,300
1965	6,195	8,124	8,748	13,644	10,980	11,376	13,200	7,900
1964	5,995	7,908	8,520	12,816	10,632	11,016	12,500	7,700
1963	5,732	7,668	8,244	12,300	10,248	10,728	11,800	7,500
1962	5,515	7,416	7,932	11,844	9,936	10,248	na	na

TABLE II-4
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE-COLLAR OCCUPATIONS (1987 DOLLARS)

	Mean Teacher Salary	Account-ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Comprehensive
1987	$26,698							
1986	26,124	$32,234	$33,246	$51,874	$43,003	$44,161	$47,197	$26,910
1985	24,867	31,687	32,962	50,365	41,583	43,243	44,940	25,740
1984	24,008	31,380	33,006	48,885	41,128	42,616	43,484	25,129
1983	23,483	31,254	32,281	48,312	40,503	41,974	43,659	25,144
1982	22,313	30,236	31,213	46,697	40,099	40,565	42,046	24,497
1981	21,675	29,390	30,459	45,403	38,448	39,135	41,068	24,091
1980	22,155	29,310	30,310	45,459	38,092	39,200	41,421	24,495
1979	23,373	30,396	31,700	46,284	39,750	40,577	44,029	25,918
1978	24,726	31,527	32,643	48,275	40,955	41,721	45,947	27,672
1977	24,963	30,933	31,986	47,601	40,523	41,267	47,115	29,353
1976	25,101	30,756	32,014	48,254	40,726	41,364	48,244	29,106
1975	24,649	30,486	32,333	47,565	40,493	40,997	47,864	29,309
1974	24,803	30,573	33,003	48,516	39,773	41,260	49,708	30,147
1973	25,987	31,850	34,649	49,964	41,217	43,490	52,351	31,921
1972	26,327	32,224	34,942	49,892	42,508	43,834	53,711	32,010
1971	25,973	31,897	34,262	49,063	42,133	43,531	53,801	31,944
1970	25,237	31,231	33,537	49,345	41,554	42,948	52,899	31,564
1969	24,616	31,046	33,204	49,155	41,355	43,008	52,935	31,266
1968	24,214	30,555	32,545	49,853	41,594	42,716	52,518	30,989
1967	23,215	30,180	32,117	49,010	40,938	42,229	50,985	29,231
1966	22,677	29,122	31,137	49,139	40,033	41,208	49,306	29,024
1965	22,282	29,221	31,465	49,075	39,493	40,917	47,478	28,415
1964	21,934	28,934	31,173	46,891	38,900	40,305	45,735	28,173
1963	21,247	28,423	30,558	45,592	37,986	39,765	43,738	27,800
1962	20,690	27,822	29,758	44,435	37,276	38,447		

TABLE II-5
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE-COLLAR OCCUPATIONS: RATIO TO TEACHER SALARIES

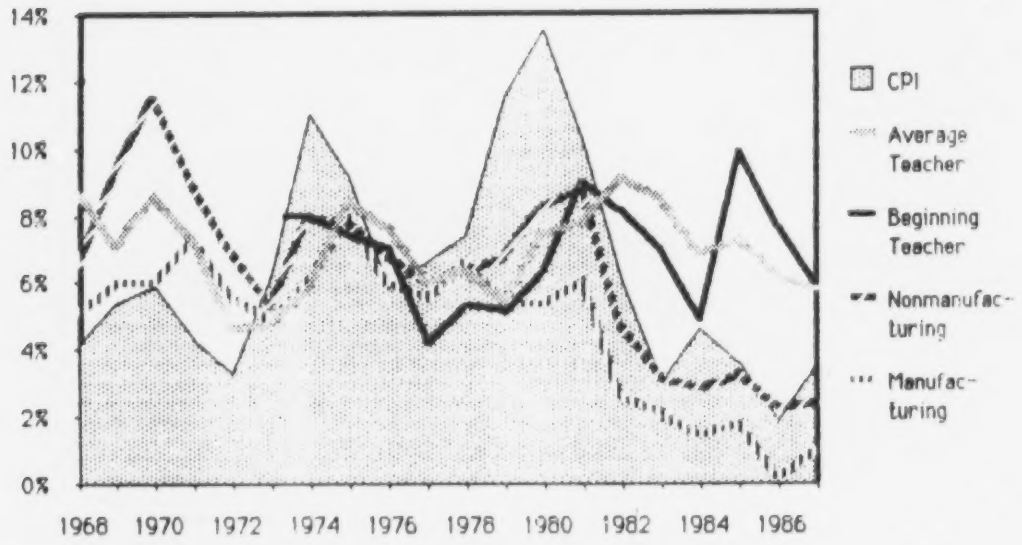
	Teachers	Account-ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Comprehensive
1987	1.00							
1986	1.00	1.23	1.27	1.98	1.64	1.69	1.81	1.03
1985	1.00	1.27	1.33	2.03	1.67	1.74	1.81	1.04
1984	1.00	1.31	1.37	2.04	1.71	1.78	1.81	1.05
1983	1.00	1.33	1.37	2.06	1.72	1.79	1.86	1.07
1982	1.00	1.36	1.40	2.09	1.80	1.82	1.88	1.10
1981	1.00	1.36	1.41	2.09	1.77	1.81	1.89	1.11
1980	1.00	1.32	1.37	2.05	1.72	1.77	1.87	1.11
1979	1.00	1.30	1.36	1.98	1.70	1.74	1.88	1.11
1978	1.00	1.28	1.32	1.95	1.66	1.69	1.86	1.12
1977	1.00	1.24	1.28	1.91	1.62	1.65	1.89	1.18
1976	1.00	1.23	1.28	1.92	1.62	1.65	1.92	1.16
1975	1.00	1.24	1.31	1.93	1.64	1.66	1.94	1.19
1974	1.00	1.23	1.33	1.96	1.60	1.66	2.00	1.22
1973	1.00	1.23	1.33	1.92	1.59	1.67	2.01	1.23
1972	1.00	1.22	1.33	1.90	1.61	1.67	2.04	1.22
1971	1.00	1.23	1.32	1.89	1.62	1.68	2.07	1.23
1970	1.00	1.24	1.33	1.96	1.65	1.70	2.10	1.25
1969	1.00	1.26	1.35	2.00	1.68	1.75	2.15	1.27
1968	1.00	1.26	1.34	2.06	1.72	1.76	2.17	1.28
1967	1.00	1.30	1.38	2.11	1.76	1.82	2.20	1.26
1966	1.00	1.28	1.37	2.17	1.77	1.82	2.17	1.28
1965	1.00	1.31	1.41	2.20	1.77	1.84	2.13	1.28
1964	1.00	1.32	1.42	2.14	1.77	1.84	2.09	1.28
1963	1.00	1.34	1.44	2.15	1.79	1.87	2.06	1.31
1962	1.00	1.34	1.44	2.15	1.80	1.86	na	na

TABLE II-6
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE-COLLAR OCCUPATIONS: ANNUAL PERCENT INCREASE

	Mean Teacher Salary	Account-ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Comprehensive
1987	5.7%							
1986	6.7%	3.7%	2.8%	5.0%	5.4%	4.1%	7.0%	6.6%
1985	7.3%	4.6%	3.4%	6.7%	4.7%	5.1%	7.0%	6.1%
1984	6.9%	5.0%	7.0%	5.8%	6.2%	6.2%	4.2%	4.5%
1983	8.5%	6.5%	6.6%	6.6%	4.1%	6.6%	7.0%	5.8%
1982	9.1%	9.0%	8.6%	9.0%	10.5%	9.9%	8.5%	7.8%
1981	7.9%	10.5%	10.8%	10.1%	11.3%	10.1%	9.3%	8.4%
1980	7.5%	9.4%	8.5%	11.4%	8.7%	9.6%	6.7%	7.2%
1979	5.4%	7.5%	8.2%	6.9%	8.2%	8.4%	6.8%	4.4%
1978	6.4%	9.5%	9.6%	8.9%	8.6%	8.6%	4.8%	1.3%
1977	6.0%	7.2%	6.5%	5.2%	6.1%	6.4%	4.1%	7.5%
1976	7.7%	6.7%	4.7%	7.3%	6.4%	6.7%	6.6%	5.0%
1975	8.5%	8.8%	6.9%	7.0%	11.1%	8.4%	5.1%	6.1%
1974	5.9%	6.5%	5.7%	7.8%	7.1%	5.3%	5.4%	4.8%
1973	4.9%	5.0%	5.3%	6.4%	3.0%	5.4%	3.5%	5.9%
1972	4.7%	4.4%	5.3%	5.0%	4.2%	4.0%	3.1%	3.5%
1971	7.3%	6.5%	6.6%	3.7%	5.8%	5.7%	6.1%	5.6%
1970	8.6%	6.6%	7.0%	6.3%	6.4%	5.8%	5.8%	6.9%
1969	7.1%	7.1%	7.5%	3.9%	4.8%	6.1%	6.2%	6.3%
1968	8.7%	5.5%	5.6%	6.0%	5.9%	5.4%	7.3%	10.5%
1967	5.3%	6.6%	6.1%	2.6%	5.2%	5.4%	6.4%	3.6%
1966	4.7%	2.5%	1.8%	3.0%	4.3%	3.6%	6.8%	5.1%
1965	3.3%	2.7%	2.7%	6.5%	3.3%	3.3%	5.6%	2.6%
1964	4.6%	3.1%	3.3%	4.2%	3.7%	2.7%	5.9%	2.7%
1963	3.9%	3.4%	3.9%	3.9%	3.1%	4.7%	na	na
1962	4.5%	3.0%	2.6%	2.1%	0.8%	4.5%	na	na

Figure 7

Teacher Salary Increases Compared to Negotiated Settlements in the Private Sector[1]



[1]Annual increases in mean and beginning teacher salaries and the mean annual rate of adjustment over life of negotiated settlements.

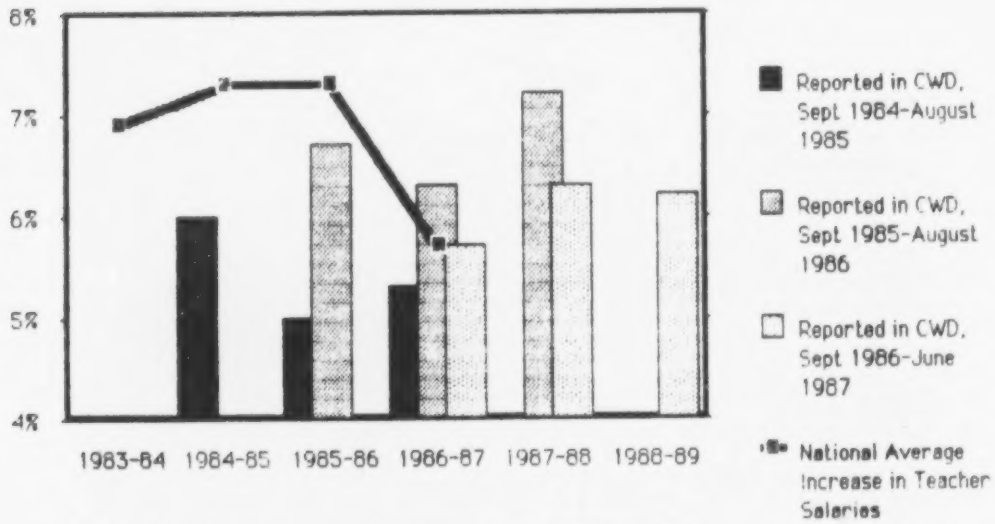
TABLE II-7
American Federation of Teachers Salary Report
TRENDS IN TEACHER SALARY INCREASES COMPARED TO MEAN ANNUAL RATE OF ADJUSTMENT OVER LIFE OF SETTLEMENTS NEGOTIATED IN THE PRIVATE SECTOR

	Annual Percent Change		Annual Change Over Life of Contract		
	Average	Beginning	Manu-facturing	Non-Manu-facturing	CPI
1987	5.7%	5.8%	1.0%*	2.5%*	3.5%*
1986	6.2%	7.6%	0.2%	2.3%	1.9%
1985	7.3%	9.8%	1.8%	3.3%	3.6%
1984	6.9%	4.9%	1.5%	2.9%	4.6%
1983	8.5%	6.9%	2.1%	3.2%	3.0%
1982	9.1%	8.1%	2.6%	4.7%	6.0%
1981	7.9%	9.0%	6.1%	8.8%	10.2%
1980	7.5%	6.3%	5.4%	8.3%	13.5%
1979	5.4%	5.1%	5.4%	6.8%	11.5%
1978	6.4%	5.3%	6.6%	6.4%	7.4%
1977	6.0%	4.2%	5.5%	6.0%	6.6%
1976	7.7%	7.0%	6.0%	6.8%	5.8%
1975	8.5%	7.4%	8.0%	7.8%	9.1%
1974	5.9%	8.0%	6.1%	8.0%	11.0%
1973	4.9%	na	4.9%	5.3%	6.2%
1972	4.7%	na	5.6%	6.9%	3.3%
1971	7.3%	na	7.3%	8.9%	4.3%
1970	8.6%	na	6.0%	11.5%	5.9%
1969	7.1%	na	6.0%	9.3%	5.4%
1968	8.7%	na	5.2%	6.5%	4.2%

* estimate

Figure 8

Average Annual Salary Adjustments For Teachers



Note: Data applies to agreements covering 1000 or more teachers as reported in Current Wage Developments

Figure 9

Annual Rate of Increase in Teacher Salaries and Earnings for Selected Nonteaching Positions

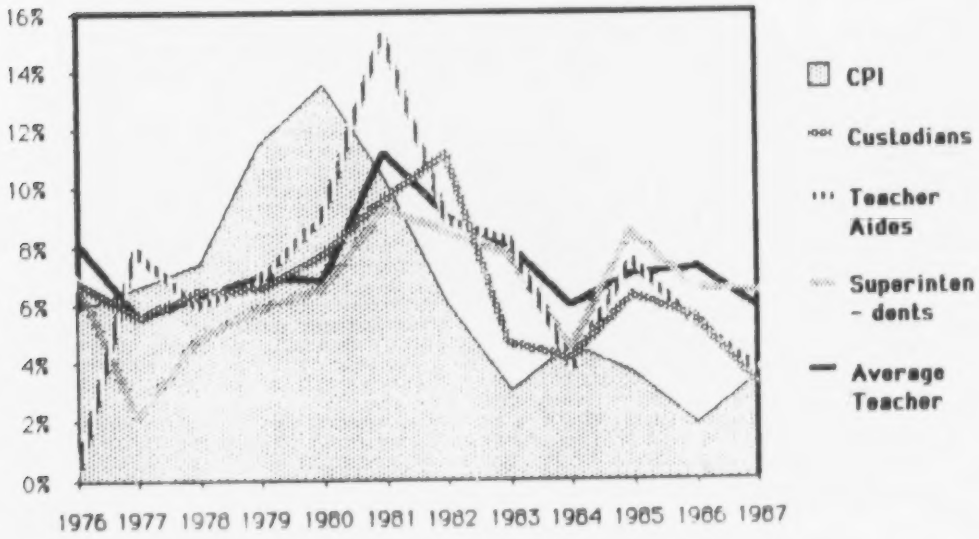


Table II-8
American Federation of Teachers Salary Survey
SALARIES OF NONTEACHING SCHOOL PERSONNEL 1975-76 TO 1986-87

	1975-76	1977-78	1979-80	1981-82	1983-84	1984-85	1985-86	1986-87	1975-1987
Teachers	$12,437	$13,941	$15,913	$19,275	$22,039	$23,587	$25,276	$26,731	
Superintendents	32,527	34,875	39,344	46,664	52,483	56,954	60,707	64,580	
H.S. Principals	23,306	25,642	29,207	34,776	39,334	42,094	43,793	47,896	
Secretaries									
Central Office	7,929	9,023	10,331	12,718	14,366	15,343	16,383	17,182	
School Building	6,521	7,328	8,348	10,301	11,613	12,504	13,233	13,947	
Hourly Workers									
Instructional Aides	$2.92	$3.34	$3.89	$4.88	$5.48	$5.89	$6.20	6.43	
Custodians	3.78	4.25	4.88	5.95	6.49	6.90	7.28	7.51	
Cafeteria Workers	2.83	3.24	3.78	4.57	5.09	5.42	5.76	5.92	
Bus Drivers	4.04	4.59	5.21	6.26	6.89	7.27	7.72	8.06	
ANNUAL PERCENT INCREASE									
Teachers	8.1%	6.3%	6.8%	9.0%	5.9%	7.0%	7.2%	5.8%	132.3%
Superintendents	7.0%	4.9%	6.6%	8.5%	4.4%	8.5%	6.6%	6.4%	112.5%
H.S. Principals	1.8%	5.7%	6.5%	7.9%	4.6%	7.0%	4.0%	9.4%	109.2%
Secretaries									
Central Office	8.3%	6.8%	8.1%	9.9%	5.3%	6.8%	6.8%	4.9%	134.8%
School Building	7.9%	7.0%	7.4%	10.1%	5.5%	7.7%	5.8%	5.4%	130.7%
Hourly Workers									
Instructional Aides	0.3%	6.0%	9.0%	8.9%	3.8%	7.5%	5.3%	3.7%	121.0%
Custodians	6.8%	6.5%	7.7%	11.2%	4.2%	6.3%	5.5%	3.2%	112.1%
Cafeteria Workers	8.4%	8.0%	8.6%	9.6%	4.5%	6.5%	6.3%	2.8%	126.8%
Bus Drivers	7.7%	7.2%	5.7%	8.9%	5.0%	5.5%	6.2%	4.4%	114.9%
1987 DOLLARS									
Teachers	$24,765	$24,234	$21,872	$22,675	$24,051	$24,853	$26,130	$26,731	
Superintendents	64,768	60,625	54,078	54,894	57,274	60,012	62,759	64,504	
H.S. Principals	46,407	44,575	40,145	40,909	42,925	44,354	45,273	47,840	
Secretaries									
Central Office	15,788	15,685	14,200	14,961	15,677	16,167	16,937	17,162	
School Building	12,985	12,739	11,474	12,118	12,673	13,175	13,680	13,931	
Hourly Workers									
Instructional Aides	$5.81	$5.81	$5.35	$5.74	$5.98	$6.21	$6.41	$6.42	
Custodians	7.53	7.39	6.71	7.00	7.08	7.27	7.53	7.50	
Cafeteria Workers	5.64	5.63	5.20	5.38	5.55	5.71	5.95	5.91	
Bus Drivers	8.04	7.98	7.16	7.36	7.52	7.66	7.98	8.05	

Data Source: Educational Research Service

III. Beginning Teacher Salaries, the Hiring of Beginning and Reentering Teachers and Teacher Retirement

Great attention has been focused on beginning teacher salaries. The average beginning teacher salary was $17,800 in 1985-86, up 7.1 percent from the previous year. The Educational Research Service, in its annual survey of school districts across the nation, reports a $17,667 figure for the average of the "lowest paid teacher," up 5.8 percent. A wage survey by the Department of Defense of the 170 school districts serving cities with populations of more than 100,000 yielded an average beginning teacher salary of $18,345, up 6.0 percent from the previous year.

Minimum Salary by State. Alaska, California, Connecticut, Texas, New York and New Jersey have actual starting salaries in excess of $19,000 while only Idaho, Iowa, Nebraska, Vermont and South Dakota report average starting salaries below $15,000. As shown in Table III-1, beginning teachers in Connecticut, Delaware, Maine and Maryland experienced a double-digit salary jump over beginning teachers in 1985-86. The actual average minimum salary stands at 66.7 percent of the U.S. average. This ratio varied from a low of 54.2 percent in the District of Columbia to 78 percent in Arkansas. Southern states typically have higher starting salaries relative to the average salary.

Trends in Beginning Teacher Salaries Relative to Expected Salaries of College Graduates in the Private Sector. While beginning offers in business for new college graduates in other white-collar occupations remain high compared to beginning teachers (ranging from 61 percent more for engineers to 19 percent more for liberal arts graduates in 1986), the earnings advantage of these white-collar occupations is at the lowest level since about 1978. Table III-3 contains these data, and Figure 9 graphs the relationship between starting salaries.

Starting salaries in other white-collar occupations show less stability among each other over time than do the average salaries. Private employers tend to make labor market adjustments through the hiring of, and salaries given to, beginning employees. As in the average salary comparison, beginning salaries in other occupations gained on teacher salaries from the mid-1970s until about 1982 (except for accounting, which has shown a slow but continuous decline relative to beginning teacher salaries). In general, the market for BAs in sales and marketing, accounting and business administration has been flat over the past four years. All of the business occupations, liberal arts and education have not regained the real-dollar beginning salary levels of 1972.

Regional Comparison of Beginning Teacher Salaries to Recent College Graduates. Several regional patterns emerge when comparing beginning teacher salaries to recent college graduates, as shown in Table III-3. Entry level teacher salaries are below salaries for all occupations in all regions, except for management trainees in the Western region. Starting teacher salaries are closer to those in any other occupations in the Western region than in any other region. One of the reasons is that California, which dominates the Western region, requires teachers to have a BA outside of teaching and an MA in Education.

Starting salaries in accounting are the highest relative to beginning teachers salaries in the South, Southwest and Rocky Mountain regions. Management trainees earn the most, compared to teachers, in the South and Midwest, where they earn about 17 percent more than new teachers. Computer scientists and the retail/wholesale occupations do the best compared to teachers in the Eastern region. Engineering BAs have the greatest advantage over teachers in the Midwest and the East--earning 67 percent more than beginning teachers in those regions.

New Hires Entering Teaching for the First Time. For 38 states reporting data for 1985-86, beginning teachers comprised as much as 4.0 percent of classroom teachers, as shown in Table III-4. Hawaii, New Mexico, Tennessee and Utah reported that more than 6 percent of their teachers were beginning teachers in 1985-86. For 29 states reporting data for 1986-87, beginning teachers comprised only 3.4 percent of classroom teachers. Only Washington, D.C., Florida, Hawaii and Texas reported that at least 5 percent of their teaching force was comprised of beginning teachers. Among states reporting data for both years, 10 states indicated that they hired fewer new teachers, 3 reported no change and 16 reported hiring more new teachers. The leveling off in new teacher hiring is consistent with projections made by the National Center for Educational Statistics that the demand for additional teachers would speed up in the early 1980s, level off in the mid-1980s, and speed up again in the late 1980s. Conclusions based on this data, however, should be strictly speculative, given the many states that do not collect these data, the inconsistencies in definitions among states, and the utilization of an unweighted average.

Reentering Teachers. The definition of "reentering teacher" varies from state to state, but the figure generally represents those teachers who have been out of teaching for at least one year. Reentering teachers could include reappointments after layoffs, maternity reinstatements and illness reinstatements. The data generally include out-of-state experienced teachers and teachers from private school backgrounds, even if there is no break in service. A recent study in Connecticut (Connecticut State Department of Education, Teacher Supply and Demand, 198?) shows that during 1983-84

only 29 percent of leaving teachers retired. Other reasons for leaving included maternity/childbearing (15.0 percent), entering another profession (11.4 percent), spouse left the state (7.8 percent) and reduction in force (5.0 percent). Connecticut also reports that returning experienced teachers are more likely to be female (85 percent), be less than 40 years old (70 percent) and have less than 5 years of experience (58 percent).

Based on data from 25 states in 1985-86 and 18 states in 1986-87 listed in Table III-5, the number of experienced teachers reentering the classroom about matched the number of beginning teachers in both years. Returning experienced teachers comprised as much as 4.4 percent (unweighted average) of classroom teachers in 1985-86 and as much as 4.0 percent of classroom teachers in 1986-87. Again, conclusions based on this data should be considered very speculative.

Teacher Retirement. Approximately 32 states reported retirement figures for either 1984-85 or 1985-86, as shown in Table III-6. The average retirement rate (unweighted) increased between the two years from 2.3 percent to 2.4 percent, ranging from a low of .9 percent in Mississippi in 1985-86 to 5.2 percent in West Virginia. The number of retirements grew by more than 30 percent in a single year in Delaware, Washington, D.C., Louisiana, Minnesota, Mississippi and West Virginia. One in three states reported a decline in the number of retirements.

Interstate comparisons should be considered strictly speculative because some state retirement systems cannot distinguish between retirees who had been classroom teachers the previous year, and all other entrants to the retirement system. Other entrants could include former teachers newly eligible to draw retirement benefits and nonteaching professional personnel including administrators. Some teachers are eligible to draw retirement benefits in two or more states. Also, retirement rates are likely to be slightly inflated because the number of retirees, a head count measure, is compared to FTE classroom teachers.

TABLE III-1
American Federation of Teachers Salary Report
ACTUAL BEGINNING TEACHER SALARIES

State	Minimum Salary 1986-87	Average Salary 1986-87	Minimum/ Average Salary	Minimum Salary 1985-86*	Increase in: Minimum Salary	Increase in: Average Salary
Alabama	$18,298 b	$23,500	77.9%	na	na	2.0%
Alaska	26,000 b	42,063 b	61.8%	na	na	1.0%
Arizona	18,200 b	25,972	70.1%	na	na	8.5%
Arkansas	15,896	20,386	78.0%	15,524	2.4%	2.1%
California	20,780	31,269	66.5%	19,230	8.1%	4.9%
Colorado	16,090	27,387	58.8%	15,456	4.1%	5.8%
Connecticut	19,444	29,860	65.1%	15,455	25.8%	11.0%
Delaware	17,758	27,467	64.7%	14,939	18.9%	11.5%
D.C.	18,307 a	33,801	54.2%	17,768	3.0%	1.8%
Florida	18,173	23,833	76.3%	16,546	9.8%	7.1%
Georgia	18,232 b	24,632	74.0%	na	na	6.9%
Hawaii	17,607	26,093	67.5%	16,365	7.6%	1.3%
Idaho	14,246	21,476	66.3%	14,132	0.8%	2.4%
Illinois	16,977 a	28,287 a	60.0%	16,187	4.9%	5.1%
Indiana	16,108 b	25,191 b	63.9%	15,489	4.0%	4.0%
Iowa	14,025	22,603	62.0%	13,619	3.0%	4.2%
Kansas	16,350	23,427	69.8%	15,850	3.2%	3.7%
Kentucky	15,480	22,467	68.9%	14,630	5.8%	7.3%
Louisiana	15,000 b	20,054 a	74.8%	14,804	1.3%	-1.2%
Maine	14,112	21,257	66.4%	12,713	11.0%	8.5%
Maryland	17,815	28,893	61.7%	15,626	14.0%	7.8%
Massachusetts	17,510 b	28,615	61.2%	na	na	8.0%
Michigan	18,260 b	31,592 b	57.8%	na	na	5.0%
Minnesota	18,690	28,340	65.9%	17,105	9.3%	3.6%
Mississippi	14,875	19,448 a	76.5%	13,875	7.2%	5.3%
Missouri	16,784	23,468	71.5%	15,439	8.7%	6.9%
Montana	na	24,198	na	na	na	5.6%
Nebraska	14,697	21,797	67.4%	13,937	5.5%	5.5%
Nevada	17,660	26,962	65.5%	16,672	5.9%	5.3%
New Hampshire	15,000 b	21,869	68.6%	na	na	7.9%
New Jersey	19,100 b	28,718	66.5%	18,500	3.2%	5.7%
New Mexico	18,000 b	23,976	75.1%	na	na	9.1%
New York	19,669	32,000 c	61.5%	18,500	6.3%	5.0%
North Carolina	16,700	23,775 a	70.2%	15,680	6.5%	6.4%
North Dakota	15,082	21,284	70.9%	14,845	1.6%	2.2%
Ohio	15,765	26,762	58.9%	14,767	6.8%	7.1%
Oklahoma	16,460 b	22,540 a	73.0%	16,401	0.4%	0.4%
Oregon	17,367	26,691	65.1%	16,790	3.4%	4.0%
Pennsylvania	17,944 b	27,429	65.4%	na	na	6.1%
Rhode Island	16,400	31,079 a	52.8%	15,426	6.3%	5.5%
South Carolina	16,846 a	23,039 a	73.1%	15,887	6.0%	6.7%
South Dakota	13,800	18,781	73.5%	13,380	3.1%	3.8%
Tennessee	15,992 a	22,612	70.7%	15,130	5.7%	5.7%
Texas	19,727	26,094	75.6%	18,292	7.8%	6.7%
Utah	15,319	23,035	66.5%	15,112	1.4%	2.1%
Vermont	13,877 a	23,085 a	60.1%	12,930	7.3%	11.0%
Virginia	17,550 b	25,473	68.9%	na	na	10.3%
Washington	17,069	27,238	62.7%	15,851	7.7%	3.9%
West Virginia	15,055	21,446	70.2%	14,455	4.2%	4.0%
Wisconsin	17,431	28,206	61.8%	16,345	6.6%	7.1%
Wyoming	18,890	28,230	66.9%	18,680	1.1%	2.8%
U.S. Average (weighted)	$17,800	$26,698	66.7%	$16,620	7.1%	5.7%

*For states reporting beginning salary data for both years.
a=preliminary or estimate; b=AFT estimate; c=median.

Figure 10

Trends in Beginning Salaries for College Graduates in Selected Occupations (1987 Dollars)

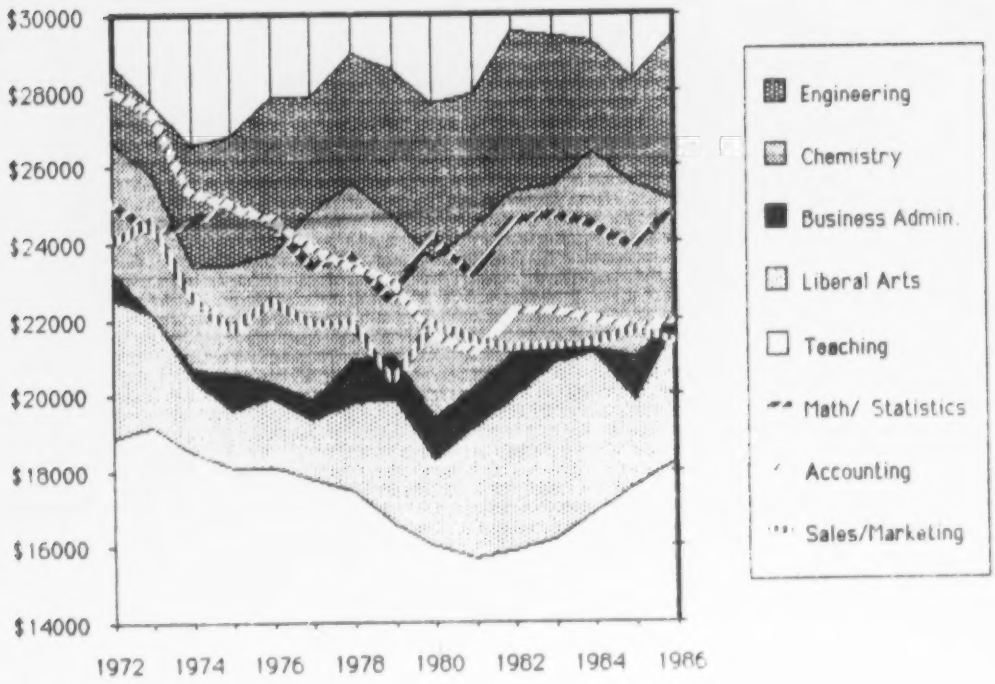


TABLE III-2
American Federation of Teachers Salary Report
BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED (ACTUAL DOLLARS)

	1972 ******	1974 ******	1976 ******	1978 ******	1980 ******	1982 ******	1984 ******	1985 ******	1986 ******	1987 ******
Teaching	$6,970	$8,058	$9,085	$10,062	$11,676	$13,539	$15,482	$16,692	$17,667	
Engineering	10,608	11,556	13,980	16,680	20,136	25,128	26,844	26,880	28,512	28,932
Accounting	10,356	11,040	12,396	13,464	15,720	18,876	20,172	20,628	21,216	22,512
Sales/Marketing	8,904	9,864	11,316	12,636	15,936	18,072	19,620	20,616	20,688	20,232
Business Admin.	8,568	9,000	10,224	12,048	14,100	17,940	19,416	19,896	21,324	21,972
Liberal Arts	8,328	8,892	10,020	11,400	13,296	16,956	19,344	18,828	21,060	20,508
Chemistry	9,840	10,200	11,928	14,700	17,124	21,552	24,192	24,216	24,264	27,048
Math or Statistics	9,276	10,680	12,384	13,632	17,604	20,892	22,416	22,704	23,976	25,548
Economics/Finance	9,240	10,176	10,644	12,072	14,472	18,564	20,484	20,964	22,284	21,984
Computer Science		9,672		14,160	17,712	22,068	24,864	24,156	26,172	26,280
Others	9,264	10,344	11,820	13,848	17,544	20,460	23,136	21,972	26,724	21,948

BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED (1987 DOLLARS)

	1972 ******	1974 ******	1976 ******	1978 ******	1980 ******	1982 ******	1984 ******	1985 ******	1986 ******	1987 ******
Teaching	$18,885	$18,522	$18,090	$17,491	$16,049	$15,927	$16,985	$17,588	$18,264	
Engineering	28,742	26,562	27,837	28,996	27,677	29,560	29,295	28,323	29,476	28,898
Accounting	28,060	25,376	24,683	23,405	21,607	22,205	22,013	21,736	21,933	22,486
Sales/Marketing	24,125	22,673	22,532	21,966	21,904	21,259	21,411	21,723	21,387	20,208
Business Admin.	23,215	20,687	20,358	20,944	19,380	21,104	21,188	20,964	22,045	21,946
Liberal Arts	22,565	20,439	19,952	19,817	18,275	19,947	21,110	19,839	21,772	20,484
Chemistry	26,661	23,445	23,751	25,554	23,537	25,353	26,400	25,516	25,084	27,016
Math or Statistics	25,133	24,549	24,659	23,697	24,197	24,577	24,462	23,923	24,786	25,518
Economics/Finance	25,036	23,390	21,194	20,985	19,892	21,838	22,354	22,090	23,037	21,958
Computer Science		22,232		24,615	24,345	25,960	27,134	25,453	27,057	26,249
Others	25,101	23,776	23,536	24,073	24,114	24,069	25,248	23,152	27,627	21,922

(Table III-2 Continued)

RATIO OF EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED TO BEGINNING TEACHERS SALARIES

	1972 ******	1974 ******	1976 ******	1978 ******	1980 ******	1982 ******	1984 ******	1985 ******	1986 ******
Teaching	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Engineering	1.52	1.43	1.54	1.66	1.72	1.86	1.73	1.61	1.61
Accounting	1.49	1.37	1.36	1.34	1.35	1.39	1.30	1.24	1.20
Sales/Marketing	1.28	1.22	1.25	1.26	1.36	1.33	1.27	1.24	1.17
Business Admin.	1.23	1.12	1.13	1.20	1.21	1.33	1.25	1.19	1.21
Liberal Arts	1.19	1.10	1.10	1.13	1.14	1.25	1.25	1.13	1.19
Chemistry	1.41	1.27	1.31	1.46	1.47	1.59	1.56	1.45	1.37
Math or Statistics	1.33	1.33	1.36	1.35	1.51	1.54	1.45	1.36	1.36
Economics/Finance	1.33	1.26	1.17	1.20	1.24	1.37	1.32	1.26	1.26
Computer Science		1.20		1.41	1.52	1.63	1.61	1.45	1.48
Others	1.33	1.28	1.30	1.38	1.50	1.51	1.49	1.32	1.51

ANNUAL PERCENT INCREASE IN BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED

	1973 ******	1975 ******	1977 ******	1979 ******	1981 ******	1983 ******	1985 ******	1986 ******	1987 ******
Teaching	8.0%	6.9%	4.7%	5.9%	7.9%	5.5%	7.8%	5.8%	
Engineering	2.4%	10.3%	6.6%	9.6%	11.1%	2.7%	0.1%	6.1%	1.5%
Accounting	4.5%	7.6%	3.3%	9.5%	8.0%	3.2%	2.3%	2.9%	6.1%
Sales/Marketing	8.4%	4.9%	3.7%	3.6%	8.1%	3.2%	5.1%	0.3%	-2.2%
Business Admin.	1.1%	8.5%	4.1%	11.8%	14.9%	3.5%	2.5%	7.2%	3.0%
Liberal Arts	4.3%	4.7%	3.7%	11.8%	15.6%	7.7%	-2.7%	11.9%	-2.6%
Chemistry	2.8%	9.2%	11.5%	7.6%	14.1%	3.7%	0.1%	0.2%	11.5%
Math or Statistics	3.0%	11.5%	1.3%	6.1%	5.7%	3.8%	1.3%	5.6%	6.6%
Economics/Finance		7.9%	6.3%	8.3%	16.7%	6.3%	2.3%	6.3%	-1.3%
Computer Science		5.6%		9.0%	15.0%	5.2%	-2.8%	8.3%	0.4%
Others	4.7%	1.2%	4.8%	5.1%	14.2%	3.4%	-5.0%	21.6%	-17.9%

TABLE III-3
American Federation of Teachers Salary Report
REGIONAL COMPARISON OF SALARIES FOR BEGINNING TEACHERS AND THE MAJOR OCCUPATIONS OF RECENT BA GRADUATES

	National	Western	South-Western	Rocky Mountain	Southern	Mid-western	Middle Atlantic	Eastern
Beginning Teacher	$17,575	$19,627	$18,049	$16,972	$16,943	$16,964	$17,930	$17,185
Accounting	21,612	20,316	22,872	21,144	21,372	21,816	21,288	21,276
Management Trainee	19,056	18,912	18,636	18,168	19,848	19,656	18,864	19,536
Computer Scientist	26,544	26,580	27,312	25,944	25,440	26,400	26,820	28,224
Retail/Wholesale Sales	20,004	19,560	20,496	19,476	19,764	20,484	20,472	22,800
Engineering	28,044	27,744	28,008	27,660	27,864	28,308	27,708	28,704
RATIO TO THE SALARY OF A BEGINNING TEACHER								
Beginning Teacher	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Accounting	1.23	1.04	1.27	1.25	1.26	1.16	1.19	1.24
Management Trainee	1.08	0.96	1.03	1.07	1.17	1.16	1.05	1.14
Computer Scientist	1.51	1.35	1.51	1.53	1.50	1.56	1.50	1.64
Retail/Wholesale Sales	1.14	1.00	1.14	1.15	1.17	1.21	1.14	1.32
Engineering	1.60	1.41	1.55	1.63	1.64	1.67	1.55	1.67

Data Sources: Educational Research Service and College Placement Council

Map 6

Regional Comparison of Beginning Teacher Salaries to the Average Salary Offer of Bachelor Degree Candidates in Selected Fields

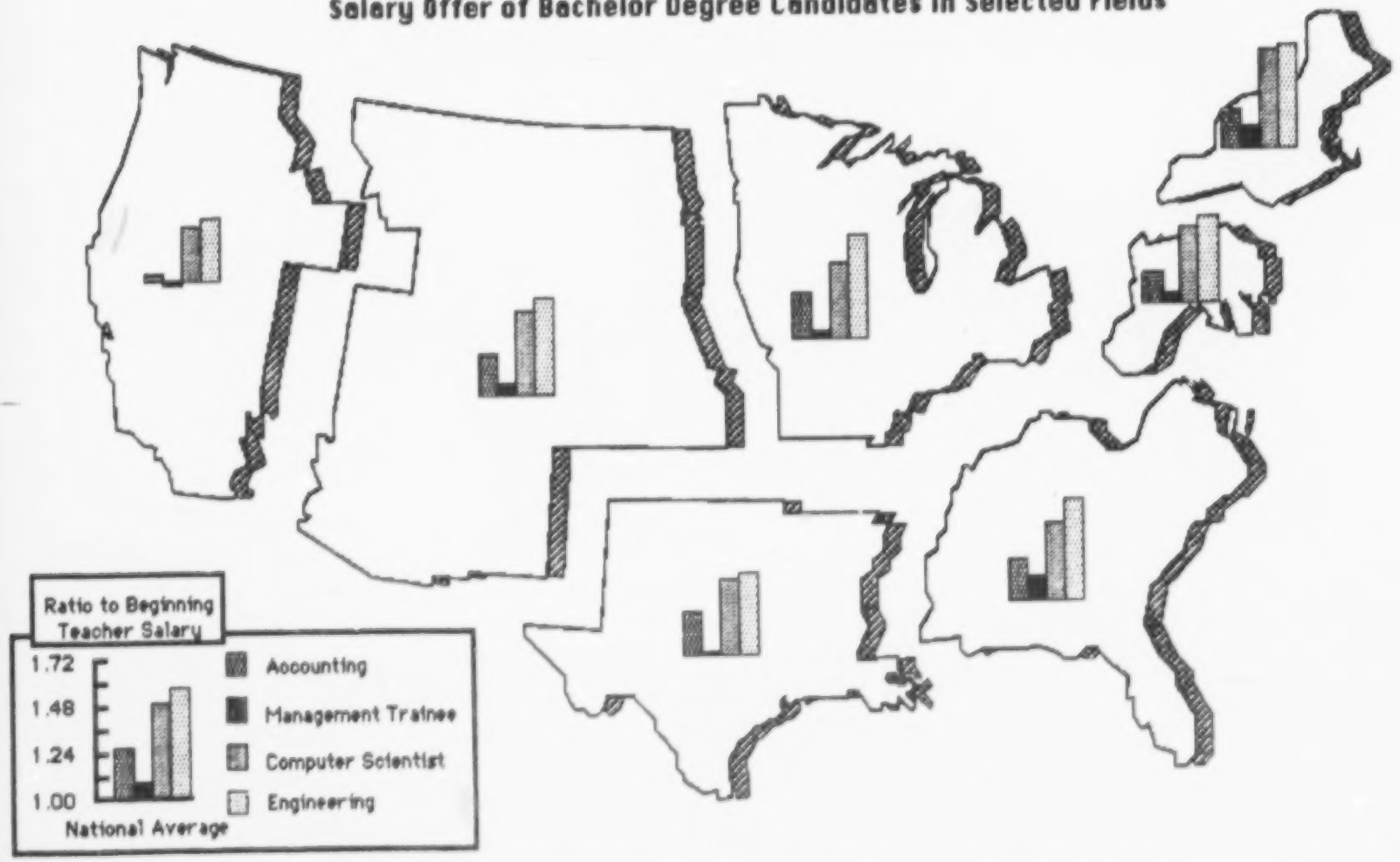


TABLE III-4
American Federation of Teachers Salary Report
NEW HIRES ENTERING TEACHING FOR THE FIRST TIME FOR STATES REPORTING DATA

	Beginning Teachers			Percent of FTE Classroom Teachers*	
	1985-86	1986-87	Percent Increase	1985-86	1986-87
Arkansas	1,377	1,182	-14.2%	5.7%	4.8%
California	7,680	8,730	13.7%	4.2%	4.6%
Colorado	1,741	na		5.8%	
Connecticut	na	543			1.4%
Delaware	114	134	17.5%	2.0%	2.3%
D.C.	275	312	13.5%	4.7%	5.2%
Florida	4,864	5,129	5.4%	5.0%	5.1%
Hawaii	584	549	-6.0%	6.4%	6.0%
Idaho	534	445	-16.7%	5.2%	4.3%
Illinois	2,729	2,883	5.6%	2.7%	2.8%
Indiana	1,488	na		2.9%	
Iowa	768	783	2.0%	2.5%	2.6%
Kansas	1,018 a	890	-12.6%	3.8%	3.3%
Kentucky	1,473	1,317	-10.6%	4.4%	3.8%
Maine	346	369	6.6%	2.4%	2.5%
Maryland	801 a	898 a	12.1%	2.1%	2.3%
Michigan	2,436	na		3.2%	
Minnesota	1,586	1,506	-5.0%	3.9%	3.6%
Mississippi	na	681			2.6%
Missouri	1,978	1,819 b	-8.0%	4.1%	3.7%
Nebraska	845	na		4.8%	
New Jersey	906	978	7.9%	1.2%	1.3%
New Mexico	1,144	na		7.8%	
New York	5,233	4,735	-9.5%	3.0%	2.7%
North Carolina	1,178	na		2.0%	
North Dakota	40	164	310.0%	0.5%	1.9%
Ohio	3,017	2,256	-25.2%	3.1%	2.3%
Oklahoma	1,850	na		4.5%	
Oregon	878	910	3.6%	3.6%	3.7%
Pennsylvania	1,800 a	1,800 a	0.0%	1.8%	1.7%
South Carolina	1,619	na		4.7%	
South Dakota	471	334	-29.1%	5.8%	4.2%
Tennessee	3,626	na		8.8%	
Texas	9,400	9,632	2.5%	5.2%	5.3%
Utah	1,148	na		6.7%	
Virginia	2,000 a	2,000 a	0.0%	3.2%	3.1%
Washington	959	1,050	9.5%	2.6%	2.8%
West Virginia	809	1,029	27.3%	3.6%	4.5%
Wisconsin	1,403	1,563	11.4%	3.0%	3.3%
Wyoming	314	na		5.0%	
Unweighted Average				4.0%	3.4%

a=preliminary or estimate; b=AFT estimate;
*Some figures may be inflated because beginning teachers may be head counts, not FTE's.

TABLE III-5
American Federation of Teachers Salary Report
EXPERIENCED TEACHERS REENTERING TEACHING FOR STATES REPORTING DATA

	Reentering Teachers			Percent of FTE Classroom Teachers*		Percent of New Hires**	
	1985-86	1986-87	Percent Increase	1985-86	1986-87	1985-86	1986-87
Arkansas	2,720	2,147	-21.0%	11.3%	8.8%	66.4%	64.5%
Connecticut	1,847	1,572	-14.9%	5.0%	4.2%		74.3%
Delaware	101	98	-3.0%	1.8%	1.7%	47.0%	42.2%
D.C.	171	250	46.2%	2.9%	4.2%	38.3%	44.5%
Hawaii	118	101	-14.4%	1.3%	1.1%	16.8%	15.5%
Illinois	4,225	4,589	8.6%	4.1%	4.4%	60.8%	61.4%
Indiana	3,819	3,852	0.9%	7.3%	7.3%	72.0%	
Kansas	360	na		1.4%		26.1%	
Kentucky	807	633	-21.6%	2.4%	1.8%	35.4%	32.5%
Maryland	1,446	1,701	17.6%	3.8%	4.3%	64.4%	65.4%
Minnesota	1,193	1,039	-12.9%	2.9%	2.5%	42.9%	40.8%
Missouri	1,925	1,955	1.6%	4.0%	4.0%	49.3%	51.8%
Nebraska	547	na		3.1%			
New Jersey	3,007	3,303	9.8%	4.1%	4.4%	76.8%	77.2%
New York	14,515	13,239	-8.8%	8.4%	7.6%	73.5%	73.7%
North Carolina	3,443	na		6.0%		74.5%	
North Dakota	335	285	-14.9%	3.9%	3.4%	89.3%	63.5%
Ohio	4,411	4,447	0.8%	4.5%	4.5%	74.3%	66.3%
Oregon	1,251	na		5.1%		58.8%	
South Carolina	2,880	na		8.4%			
South Dakota	374	309	-17.4%	4.6%	3.9%	44.3%	48.1%
Texas	11,097	na		6.1%		54.1%	
Washington	868	984	13.4%	2.4%	2.7%	47.5%	48.4%
West Virginia	na	285			1.2%		21.7%
Wisconsin	469	na		1.0%		25.0%	
Wyoming	314	na		5.0%			
Unweighted Average			-1.8%	4.4%	4.0%	51.7%	52.5%

*Some figures may be inflated because reentering teachers may be head counts, not FTE's.
**For states reporting data in Table III-4.

TABLE III-6
American Federation of Teachers Salary Report
TEACHER RETIREMENT FOR STATES REPORTING DATA

	Retiring Teachers			Percent of FTE Classroom Teachers*	
	1984-85	1985-86	Percent Increase	1984-85	1985-86
Arkansas	642	789	22.9%	2.7%	3.2%
California	6,335	5,727	-9.6%	3.5%	3.0%
Connecticut	na	772			2.1%
Delaware	109	143	31.2%	1.9%	2.4%
D.C.	110	149	35.5%	1.9%	2.5%
Florida	1,305	1,305	0.0%	1.3%	1.3%
Hawaii	203	216	6.4%	2.2%	2.4%
Idaho	198	190	-4.0%	1.9%	1.9%
Illinois	1,903	1,798	-5.5%	1.9%	1.7%
Indiana	953	1,012	6.2%	1.8%	1.9%
Kentucky	795	633	-20.4%	2.4%	1.8%
Louisiana	946	1,352	42.9%	2.2%	3.1%
Maryland	na	442			1.1%
Minnesota	833	1,200	44.1%	2.0%	2.9%
Mississippi	128	223	74.2%	0.5%	0.9%
Montana	304	242	-20.4%	3.1%	2.5%
New Jersey	997	1,033	3.6%	1.3%	1.4%
New York	4,534	5,338	17.7%	2.6%	3.1%
North Carolina	1,738	1,634	-6.0%	3.0%	2.8%
North Dakota	211	238	12.8%	2.5%	2.8%
Ohio	3,448	3,890	12.8%	3.5%	3.9%
Oregon	595	597	0.3%	2.4%	2.4%
Pennsylvania	2,538	1,832	-27.8%	2.5%	1.8%
Rhode Island	176	219	24.4%	2.0%	2.5%
South Dakota	166	165	-0.6%	2.0%	2.1%
Tennessee	794	997	25.6%	1.9%	2.4%
Washington	823	847	2.9%	2.3%	2.3%
West Virginia	870	1,193	37.1%	3.8%	5.2%
Wisconsin	856	800	-6.5%	1.8%	1.7%
Unweighted Average			11.1%	2.3%	2.4%

*Figures may be inflated because retiring teachers may represent head counts not FTE's, and because teacher retirement systems often include administrators and other non-classroom professional personnel.

APPENDIX A
American Federation of Teachers Salary Report
State Education Data: 1985-86 and 1986-87 School Year

State	Avg.Sal 1985-86	Avg.Sal 1986-87	Teachers 1985-86	Teachers 1986-87	Pupils 1985-86	Pupils 1986-87	$/Pupil 1985-86	Min.Sal. 1985-86	Min.Sal. 1986-87	New Teachers 1985-86	New Teachers 1986-87	Re-entering Teachers 1985-86	Re-entering Teachers 1986-87	Teachers Retiring 1984-85	Teachers Retiring 1985-86
Alabama	$23,040	$23,500	36,971	36,980	687,127	690,208	$2,728	NA	$18,298 b	NA	NA	NA	NA	NA	NA
Alaska	41,647 b	42,063 b	6,120 b	6,448 d	NA	107,848 d	6,800 b	NA	26,000 b	NA	NA	NA	NA	NA	NA
Arizona	23,931 a	25,972	27,933	29,103	532,694	534,538 d	3,664	NA	18,200 b	NA	NA	NA	NA	NA	NA
Arkansas	19,965	20,386	24,003	24,476	428,112	432,832	2,129	15,524	15,896	1,377	1,182	2,720	2,147	642	789
California	29,801	31,269	183,330	189,426	4,255,554	4,377,989	3,593	19,230	20,780	7,680	8,730	NA	NA	6,335	5,727
Colorado	25,892	27,387	29,895	30,705	507,878 g	513,989 g	3,911 f	15,456	16,090	NA	NA	NA	NA	NA	NA
Connecticut	26,898	29,860	37,063	37,506	475,304	475,304	3,878	15,455	19,444	NA	543	1,847	1,572	NA	772
Delaware	24,624	27,467	5,746	5,883	92,901	94,410	4,615	14,939	17,758	114	134	101	98	109	143
D.C.	33,211	33,801	5,871	5,999	87,677	86,893	4,299	18,479	18,307 a	275	312	171	250	110	149
Florida	22,250	23,833	96,870	100,182	1,562,872	1,607,320	3,205	16,546	18,173	4,864	5,129	NA	NA	1,305	1,305
Georgia	23,046	24,632	57,769	58,019	1,071,108	1,091,911	2,746	NA	18,232 b	NA	NA	NA	NA	NA	NA
Hawaii	25,765	26,093	9,137	9,165	163,899	164,064	4,061	16,365	17,607	584	549	118	101	203	216
Idaho	20,971	21,476	10,255	10,234	198,141	202,100	2,551	14,132	14,246	534	445	NA	NA	198	190
Illinois	26,926	28,287 a	102,657	104,609	1,826,478	1,825,185	3,773 a	16,187	16,977 a	2,729	2,883	4,225	4,589	1,903	1,798
Indiana	24,225	25,191 b	51,971	52,490	966,106	964,885	2,763	15,489	16,108 b	1,488	NA	3,819	3,852	953	1,012
Iowa	21,690	22,603	30,897	30,398	535,469	531,321	3,102	13,619	14,025	768	783	NA	NA	NA	NA
Kansas	22,596	23,427	26,658	27,035	387,938	394,777	4,551	15,850	15,850 a	1,018 a	890	NA	NA	NA	NA
Kentucky	20,948	22,467	33,670	34,351	643,833	642,778	2,840	14,630	15,480	1,473	1,317	807	633	795	633
Louisiana	20,303	20,054 a	42,530	43,056	723,559	726,291 a	3,170	14,804 b	15,000 b	2,621 a	NA	NA	NA b	946 b	1,352
Maine	19,583	21,257	14,311	14,706	211,013	207,349	2,436	12,713	14,112	346	369	NA	NA	356	NA
Maryland	26,800	28,893	38,475	39,542	647,907	649,467	3,775	15,626	17,815	801 a	898 a	1,446 a	1,701 a	NA	442
Massachusetts	26,496	28,615	56,825	53,489	841,203	830,382	4,199	NA	17,510 b	NA	NA	NA	NA	NA	NA
Michigan	30,088	31,592 b	76,166	77,013 a	1,663,272	1,662,818 a	4,171	NA	18,260 b	2,436	NA	NA	NA	NA	NA
Minnesota	27,360	28,340	40,857	41,445	662,594 g	666,093 a	4,008	17,105	18,690	1,586	1,506	1,193	1,039	333	1,200
Mississippi	18,472	19,448 a	25,610	26,214	468,566 h	498,639	2,521	13,875	14,875	NA	681	NA	NA	128	223
Missouri	21,945	23,468	48,115	48,875	759,107	800,606	3,110 g	15,439	16,784	1,978	1,819 b	1,925 b	1,955 b	NA	NA
Montana	22,916	24,198	9,706	9,820	153,869	153,327	3,999	NA	NA	NA	NA	NA	NA	304	242
Nebraska	20,669	21,797 a	17,574	17,652	265,819	266,604	3,420	13,937 e	14,697	NA	NA	NA	NA	NA	NA
Nevada	25,606	26,962	7,751 i	7,908 i	154,948	161,239	2,878	16,672	17,660	NA	NA	NA	NA	NA	NA
New Hampshire	20,263	21,869	10,251	10,300	160,974	163,717	2,873 h	NA	15,000 b	NA	NA	NA	NA	NA	NA
New Jersey	27,170	28,718	74,236	75,558	1,111,000 a	1,096,456 a	5,536 a	18,500	19,100 b	906	978	3,007	3,303	997	1,033
New Mexico	21,982	23,976	14,693	14,597	266,202	269,790	2,538	NA	18,000 b	NA	NA	NA	NA	NA	NA
New York	30,490 c	32,000 c	173,393	174,471	2,605,363	2,588,936	5,887	18,500	19,669	5,233	4,735	14,515	13,239	4,534	5,338
North Carolina	22,340	23,775 a	57,638	58,063	1,075,289	1,079,248	2,915	15,680	16,700	1,178	NA	3,443	NA	1,738	1,634

State	Avg.Sal 1985-86	Avg.Sal 1986-87	Teachers 1985-86	Teachers 1986-87	Pupils 1985-86	Pupils 1986-87	$/Pupil 1985-86	Min.Sal. 1985-86	Min.Sal. 1986-87	New Teachers 1985-86	New Teachers 1986-87	Re-entering Teachers 1985-86	Re-entering Teachers 1986-87	Teachers Retiring 1984-85	Teachers Retiring 1985-86
North Dakota	20,816	21,284	8,580	8,444	116,790 h	118,094	3,075	14,845	15,082	40	164	335	285	211	238
Ohio	24,988	26,762	98,274	98,894	1,793,342	1,793,093	3,322 h	14,767	15,765	3,017	2,256	8,716	4,447	3,448	3,890
Oklahoma	22,458	22,540 a	40,889	39,708	592,327	597,640	2,948	16,401	16,460 b	1,850	NA	NA	NA	NA	NA
Oregon	25,664	26,691	24,604	24,615	447,527	449,307	3,581	16,790	17,367	878	910	1,251	NA	595	597
Pennsylvania	25,853	27,429	101,665	102,986	2,057,619	2,025,770 a	3,874 b	NA	17,944 b	1,800 a	1,800 a	NA	NA	2,538	1,832
Rhode Island	29,470	31,079 a	8,755	8,740	122,109	134,190	3,917 h	15,426	16,400	NA	NA	NA	NA	176	219
South Carolina	21,595	23,039 a	34,458	34,677	606,988	611,978	2,757	15,887	16,846 a	NA	NA	NA	NA	NA	NA
South Dakota /	18,095	18,781	8,152	8,002	118,330	118,766 a	3,160	13,380	13,800	471	334	374	309	166	165
Tennessee	21,384	22,612	41,103	41,483	815,423	823,283	2,656	15,130	15,992 a	3,626	NA	NA	NA	794	997
Texas	24,458	26,094	180,827	182,286	2,919,813	2,929,815	4,026	18,292	19,727	9,400	9,632	NA	NA	NA	NA
Utah	22,553	23,035	17,076	18,653	400,813	413,420 a	2,327	15,112	15,319	1,148	NA	NA	NA	NA	NA
Vermont	20,796	23,085 a	6,397	6,460 b	90,157	NA	3,554 a	12,930 a	13,877 a	NA	NA	NA	NA	NA	NA
Virginia	23,095	25,473	62,714	63,557	960,292	966,176	3,421	NA	17,550 b	2,000 a	2,000 a	NA	NA	NA	NA
Washington	26,210	27,238	36,200	37,118	708,949	721,319	3,463 a	15,851	17,069	959	1,050	868	984	823	947
West Virginia	20,627	21,446	22,733	22,931	352,397	351,837	2,833	14,455	15,055	809	1,029	NA	285	870	1,193
Wisconsin	26,347	28,206	46,503	47,039	731,753	731,039	3,944 h	16,345	17,431	1,403	1,563	469	NA	856	800
Wyoming	27,461	28,230	6,307	6,273	102,779	100,955	5,529	18,680	18,890	NA	NA	NA	NA	NA	NA
U.S. Avg./Total	$25,260	$26,698	2,206,179	2,257,584	39,131,184	39,445,997	$3,689	$17,900	$16,620						

Footnotes:
a=preliminary or estimate
b=AFT estimate
c=median
d=U.S. Department of Education data
e=average of classes 1-4 only
f=calander year
g=Average Daily Attendance (ADA)
h=Average Daily Membership (ADM)
i=head counts

APPENDIX B

Data Sources

All data comes from the annual AFT Teacher Salary Report, except as noted below.

Table I-4

U.S. Department of Labor, Employment and Wages, Annual Averages 1985, November, 1986.

Data Resources, Inc., Regional Information Service, Regional Overview, Spring, 1987 (used to estimate private sector annual earnings for 1985 and 1986).

U.S. Department of Labor, Employment and Wages, Annual Averages 1981, November 1982.

Table I-5

U.S. Bureau of Economic Analysis, Survey of Current Business, April, 1986.

Table I-6

Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, p.331.

Table I-9

Corporation for Enterprise Development, Taken For Granted, How Grant Thorton's Business Climate Index Leads States Astray, CfED: Washington, DC, 1986.

Corporation for Enterprise Development, Making the Grade, The Development Report Card for the States, CfED: Washington, DC, 1987.

Table II-1

U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States 1929-82 and July issues of Survey of Current Business.

U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904.

National Center of Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Department of Labor, Handbook of Labor Statistics, June 1985; recent issues of U.S. Department of Labor, Monthly Labor Review.

U.S. Department of Labor, recent issues of Current Wage Developments, (used to estimate average annual earnings for 1986).

Bureau of National Affairs, Employee Relations Weekly, January 26, 1987 (used to construct the consumer price index for 1987).

Table II-2

National Center for Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Bureau of the Census, Current Population Reports, series P-60.

Table II-3 to II-6

U.S. Department of Labor, Handbook of Labor Statistics, June 1985.

U.S. Department of Labor, National Survey of Professional, Administrative, Technical and Clerical Pay, March 1986, October 1986.

American Association of University Professors, data derived from the Annual Reports on the "Economic Status of the Profession," published in Academe.

Table II-7

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, editions since 1973-74, ERS:Reston, VA, (used to estimate beginning teacher salaries).

U.S. Department of Labor, Handbook of Labor Statistics, June 1985.

U.S. Department of Labor, Current Wage Developments, May 1987.

Table II-8

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, and Wages and Salaries Paid Support Personnel in Public Schools, ERS:Reston, VA, editions since 1973-74.

Table III-2

Victor Lindquist, The Northwestern Endicott Report, Northwestern University: Evanston, IL, editions since 1973.

Table III-3

College Placement Council, CPC Salary Survey, Regional Interim Report No. 1, CPC:Bethlehem, PA, February 1987.

Educational Research Service, Salaries Paid Professional Personnel in Public Schools 1986-87, ERS: Reston, VA, 1987.